

CAUT/ACPPU BULLETIN



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Budget '94

Liberals cling to Tory policy of cutting PSE funding

By Fred Wilson

While welcoming some new budgetary initiatives Canada's post-secondary teachers, researchers and librarians have denounced continued funding cuts for post-secondary education and research announced by Finance Minister Paul Martin in the recent budget.

The Finance Minister indicated in the opening remarks of his Feb. 22 budget speech that the government's goals include a Canada "where every Canadian able to work can find a meaningful job," a Canada "with a system of training that lets our workers lead the economy, rather than being left behind," and a Canada "that leads in technology, rather than leaning on the technology of others."

In closing he stated the budget aimed at fixing several faultlines, including "the faultline that is caused by the growing gap between the class of Canadians with modern skills and another group of Canadians without."

There was little in the budget about job creation, save the Liberals' infrastructure program, which in any case is only short-term and does little to help women or the older unemployed. Martin indicated he expects job creation to come not from government programs but from small business growth and the "innova-

tions and ideas that are essential for jobs today and in the future."

CAUT welcomes these goals. The association expects that Canada's universities will play a central role in doing the basic research that will provide the ideas that are, as Martin says, essential in the long run to all innovation, and in providing Canada with the highly skilled and educated workforce that small and medium business will need if it is to be innovative and competitive in the world economy.

The budget includes some measures that will help universities to contribute to this strategy. It also includes some modest efforts to restore some of our country's social safety net.

"CAUT appreciates Mr. Martin's announcement that a Canadian Technology Network is to be created in order to encourage technology partnerships between universities, research institutions and the private sector," CAUT President Alan Andrews said.

"We also hope that the government will promptly implement its decisions to create a Centre of Excellence for Women's Health, to increase funding for aboriginal post-secondary students and to reinstate the Law Reform Commission and Court

Challenges Program."

However CAUT is disappointed that the federal budget indicates Ottawa will continue cuts to university transfer payments announced by the previous Conservative government.

"These cuts threaten the infrastructure for basic research in Canada," Professor Andrews said. "Furthermore, it will add to the increasing inability of the universities to provide the quality of education that was available to Canadians prior to the 1980's."

"During the election campaign the Liberals promised to stabilize

federal transfers for post-secondary education under Established Programs Financing (EPF). They led people to believe that more would be done than simply continuing the Tory EPF funding freeze," continued Professor Andrews.

The budget proposes to reform the system of transfers from the Federal government to the provinces for post-secondary education under the EPF. Martin stated in his budget speech that the transfers "must be no higher after reform (in 1995) than they are now." This implies a reduc-

tion of the transfers for post-secondary education from 1995/96 to 1996/97.

The result: a decline of more than \$3,000.00 per student per year in federal funding between 1980 and the 1995 target date for the reform. (See accompanying graph on page 5)

Professor Andrews also pointed out that the Liberal budget continues the Tory policy of restraining spending on basic research. Martin stated that "the councils and agencies that fund

continued on page 5

Les Libéraux maintiennent les compressions des Conservateurs pour le FPE

Fred Wilson

Les professeurs, chercheurs et bibliothécaires du secteur postsecondaire canadien, bien qu'ils soient satisfaits de certaines initiatives budgétaires, dénoncent le maintien des réductions du financement de l'enseignement postsecondaire et de la recherche que le ministre des Finances, M. Paul Martin, a annoncées lors du dépôt du budget du gouvernement fédéral.

Le ministre des Finances a déclaré, dans le préambule de son discours lors du dépôt de son budget le 22 février dernier, que les objectifs budgétaires du gouvernement comprenaient «un Canada où chaque Canadien et Canadienne apte à travailler pourra trouver un emploi qui lui convient», un Canada «doté d'un système de formation qui permet à nos travailleurs d'être à l'avant-garde de l'économie, plutôt qu'à sa remorque» et un Canada «qui soit un chef de file technologique plutôt qu'à dépendant de la technologie d'autrui».

Il a conclu que le budget visait à combler des gouffres,

notamment le «gouffre qui est creusé par les disparités croissantes entre une catégorie de Canadiens, dotés des compétences requises par les réalités modernes, et les autres dépourvus de ces compétences».

En matière de création d'emplois, le budget offre peu,

sauf peut-être le programme des travaux d'infrastructure qui est, de toute façon, à court terme et qui ne sera pas d'un grand secours pour les femmes ou les chômeurs plus âgés. M. Martin a indiqué que la réponse à la création d'emplois résidait dans les petites et moyennes entreprises et non dans les programmes gouvernementaux. Il a ajouté que «les innovations et les idées [étaient] des sources d'emploi essentielles aujourd'hui, et le seront encore plus demain».

L'ACPPU accueille avec

satisfaction ces objectifs.

L'Association espère que le rôle des universités canadiennes dans la recherche fondamentale sera primordial. C'est de cette recherche fondamentale que naîtront les idées qui, selon M.

Martin, sont essentielles, à longue échéance, à l'innovation. En outre, ce sont les universités qui fournissent au Canada une main-d'œuvre hautement qualifiée et instruite dont les petites et moyennes entreprises auront besoin pour demeurer innovatrices et compétitives dans l'économie mondiale.

Le budget comprend certaines mesures qui aideront les universités à faire leur part. Il comprend également quelques initiatives pour rétablir certains programmes de notre filet de sécurité sociale.

«L'ACPPU se félicite que M. Martin ait annoncé la création d'un réseau technologique canadien dans le but d'encourager des partenariats technologiques entre les universités, les instituts de recherches et le secteur privé», a déclaré Alan Andrews, le président de l'ACPPU.

«Nous espérons aussi que le gouvernement mettra en vigueur rapidement les décisions de créer un Centre d'excellence pour la santé des femmes, d'augmenter

suite à la page 14

Newsbreak

DFA wins grievance against Dalhousie's Board of Governors

President Clark's proposals on 22 September 1993 to close down academic programmes at Dalhousie University have been judged to be contrary to the Collective Agreement between the Dalhousie Faculty Association and the Board of Governors of Dalhousie University.

In a decision released to the DFA and the Board of Governors on 21 February 1994, Arbitrator Daniel Soberman found that President Clark's proposals to close the Departments of Theatre (including Costume Studies) and Music and the Schools of Public Administration and Library and Information Studies were inconsistent with the Collective Agreement.

The Arbitrator stated that President Clark's speech and subsequent actions were motivated by a perceived financial crisis at Dalhousie. The President had indicated that the Board of Governors would use provisions of the Collective Agreement dealing with lay-offs for academic reasons (Article 25), rather than provisions applicable in a financial crisis (Article 27). The Arbitrator found it unreasonable of the President to claim there were dominant academic reasons for closing down the targeted Departments and laying-off faculty.

The Arbitration was heard by Daniel Soberman on 16 December 1993 and 26, 27 and 28 January 1994. The Dalhousie Faculty Association is the legal bargaining agent for 700 academic teaching staff, librarians and counsellors.

(In depth coverage of the situation at Dalhousie will be reported in the April issue of the Bulletin.)



We've moved!

After almost three years of discussion, study, planning and construction, CAUT staff have moved into the newly constructed, association-owned office building. Story, page 13.

Council report
pages 6-7

L'évaluation anonyme
page 10

The rating game
page 18

LETTERS / COURRIER

Learning is only way to evaluate teaching

Harry Arthurs convincingly demolishes the credibility of the Smith Report on university teaching (CAUT Bulletin, January issue). In particular, he demonstrates its lack of grounding evidence and its dependence on a "L.L. Bean catalogue of trendy American academic prescriptions."

However, Dr. Arthurs as much as Dr. Smith has altogether ignored the only reliable foundations for evaluating effective teaching — the actual advancement of student learning from entry to exit in academic courses and degrees. Remarkably, neither Arthurs nor Smith ever addresses student learning as an issue. In Arthur's article, once again, the market model of evaluating success is pervasively presupposed — the subjective "satisfaction" of student "consumers" and the perceptions of university management.

At some point, university administrations and policies will have to confront the basic reality principle of the academy's mission — to advance students' learning in reasoning, writing and comprehension of university subjects of inquiry. Once we get this right, we can concentrate on fulfilling and monitoring our academic mission effectively, and assess the success of teaching performance by student learning achievement rather than by market-style opinionnaires, administrative perceptions or political reports.

Unlike other levels of education, the university's strong suit is its high standards of scholarly excellence. If these are to survive, universities need to press their demonstrated fulfilment of these standards to the forefront in debate about teaching as well as elsewhere, instead of everywhere reconceiving themselves in commercial market terms.

John McMurry
Philosophy
University of Guelph

Writer says Berton's critics 'missed the boat'

In your February issue, under the title, "Readers say Berton missed the point," Jason Montgomery and Randal Marlin criticized Pierre Berton for expressing concern for academic freedom and free speech. I suspect that if Berton had not sensed the timidity of the professoriate in the face of political correctness he wouldn't have bothered writing.

Berton's article did not suggest to me that he agreed with Yaqzan. He clearly understands the elementary logical distinction between supporting an idea and supporting one's right to express it. I don't know if human ecologists need to study logic — perhaps logical ecology is a separate discipline — but it is frightening to learn that logical thinking is no longer necessary for a "philosopher professor."

Mr. Montgomery states that Berton's "standard of writing is poor" but talks of "the Pierre Berton column" as if to suggest that Berton is a regular contributor to your journal. In fact Berton's comments appeared in the *Toronto Star* of Dec. 4, 1993. It seems unlikely to me that Berton begged the *Bulletin* to reproduce it.

Marlin calls Berton's statement "a gross violation of principles of sound reporting" but seems not to be embarrassed to quote Yaqzan out of context. I wonder if he read Yaqzan's article or is he just reproducing excerpts he has read from "sound" reports.

Neither Marlin nor Montgomery comment on the other two cases referred to by Berton. I support Montgomery's suggestions that you reprint Yaqzan's article in its entirety so that your readers can judge it for themselves.

So thanks, Pierre for your support. The meek have inherited the academy but, in my view, Marlin and Montgomery have missed the boat.

John A. Baker
Pure Mathematics
University of Waterloo

Chinese student appreciates Bulletin

The evening just two days later the Christmas when I came back from my laboratory with exhausted body, one of my friends called me "Hi, Xie, Your mail." Opened the mail I found the bulletin as a bright sunlight, I really cannot thank you enough.

The bulletin you sent me contains almost every information I want. After checked the bulletin I found most Universities I am going to contact are not suitable to me. The positions they provided is directed to "Canadian citizens and permanent residents of Canada". So it saved my time and energy. Thank you again.

I'm interested in Canada for a long time. When I was a school boy I knew Eskimo living in Cave build with ice, and maple. After entered Henan University I studied Geography, and after graduated I taught world Geography. I always pay more attention to Canada — the remote mysterious land. I do not know why the relation between Canada and China are not strong. I want to do my best to increase understanding between both sides.

In July I will graduate and get my diploma of ph.D. I will be qualified to the position of a Chinese teacher in university. If I succeed to have a job in one of universities in Canada I will be glad to meet you and show my respect.

Xie Jianxu

Peoples Republic of China

Military college closure hits academic staff

Kevin Banks

The National Defence Department has announced that two of Canada's three military colleges will be closed, as outlined in the recent federal budget. Both the Collège militaire royal de St-Jean and Royal Roads Military College are scheduled to close down at an unspecified time in 1995 or 1996.

It is not clear at this point how many faculty members stand to lose their jobs as a result of the closure decision. DND background documents state that some staff and students at Royal Roads and St-Jean will be transferred to the Royal Military College in Kingston, which will become fully bilingual under DND plans.

However, the documents provide no specifics with respect to which faculty or programs will be moved to Kingston. Department officials would say only that in the next few months there will be a complete review of the program offerings of the Royal Military College.

Those officials also warned that existing Royal Military College programs might also be cut with job losses to faculty members at that college as well.

The decision to close the military colleges appears to run counter to the recommendations of a recent study undertaken by an independent advisory committee appointed by the Minister of Defence under the previous government.

That committee, which consisted of several respected academics, spent about six months and \$400,000 conducting a comprehensive review of the role of the Canadian military colleges.

Although it was empowered to consider closure of any or all of the colleges, the committee recommended that all three be maintained, and in fact expanded, because the colleges were in the long run the most efficient and successful institutions in educating the kind of officers needed by the military.

The committee's recommendations were never made public, and the DND recently refused CAUT access to the document. CAUT is currently seeking disclosure of the report under access to information legislation.

According to the DND, the reason for the closure of the colleges is that they will no longer be required as the number of officers in the Canadian armed forces is reduced.

However, Dr. Gordon Martel, president of the Canadian Military Colleges Faculty Association (CMCFA), notes that the military college system only graduates 50 per cent of the officers needed to fill existing openings.

Immediately following upon the closure announcement, CAUT issued a press release expressing strong regrets at Defence Minister David Collenette's decision, and indicating that the closure was "inconsistent with the Finance Minister's statements emphasizing the importance of training and education."

The closure announcement will provide yet another bargaining challenge for the CMCFA, which has been trying to negotiate a first collective agreement with the federal Treasury Board since January, 1991.

The association is currently studying proposed severance provisions to be incorporated into the forthcoming budget legislation. Those provisions would provide all DND employees facing job loss with severance pay equivalent to 12 to 24 months salary, depending upon the employee's seniority and age.

The Canadian military colleges currently provide university education in a wide range of subjects to approximately 1900 full-time and part-time students.

(*Kevin Banks is a CAUT Collective Bargaining Cooperative Professional Officer.*)

Comments? Questions?

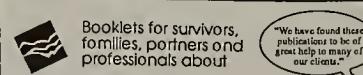
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Alan Andrews

EDITORIAL / ÉDITORIAL

Liberal consultation looks like more 'smoke and mirrors'

During the election campaign and after, the Liberals maintained an apparent determination to consult with Canadians and to listen to what they said. It was reasonable to suppose this meant they would then be guided by what they heard. Already, however, there are a number of indications that this is not the way it's going to be.

Take the pre-budget consultations. Finance Minister Paul Martin announced he would be consulting with Canadians at four meetings, held in Halifax, Montreal, Toronto and Calgary, ahead of his first budget. It soon became clear that the gatekeeping for these sessions was a critical element. CAUT was told the purpose was regional consultation, so the organizers were not contemplating national representation. Those who attended on our behalf (see reports on Page 5 of this edition) thus did so in their own right and not as representatives.

Reports from those who attended indicate that the four sessions were in

fact carefully stage managed, as was indeed clear from the media reports which predicted ahead of time what would emerge, so that the outcomes were predetermined. This ensured that Mr. Martin heard, not what Canadians wanted to tell him, but what he wanted to hear. It is depressing to see the minister taking a leaf out of the book used by some university presidents!

Mr. Martin's budget contained one particularly depressing instance of the refusal to listen. Everyone realized that some cuts in defence spending have to be made. Still, the decision to close both Royal Roads Military College and Collège militaire royal de St-Jean seems particularly misguided at this time. Defence Minister David Collenette had already announced a thorough review of the future roles of Canada's armed forces. CAUT had urged Mr. Collenette to delay any decision at least until the review has been carried out.

Whatever the future role, it is hard to

imagine that it will not include a need for an educated and sensitive officer corps, and particularly so if, as at present seems likely, there is an increased demand for UN peacekeeping, something for which Canadian troops have a deservedly high reputation. Albeit, that reputation has recently been blemished in Somalia, but does not that sorry incident exemplify the need for superior training?

Lloyd Axworthy, the Minister for Human Resources, is now engaged in a consultation process over the social safety net — with all that that entails, to coin a meaningful phrase — but intends to get it over with in a matter of weeks. Can it be that here too the decisions have already been essentially made, all that is needed being the appropriate window-dressing to keep up the illusion of consultation?

One certainly hopes not. No one would be content for long of course if the government merely chattered away and did nothing. But honest and mean-

ingful consultation does necessitate listening carefully — and responding. If one thing is clear it is that the Liberals were elected with a different mandate from their predecessors and that they are expected to deliver on a wholly different set of assumptions. Listening only to the senior civil servants who advised the last government, and who take longer to change their minds than it does to turn around an oil tanker, is not the best way to lay down a new agenda.

The government's tactics regarding consultation also meant that back-bench Liberal MPs in Ottawa were reluctant to meet with representatives of the National Consortium of Scientific and Educational Societies in January. The answer to all this should be to intensify lobbying at the local constituency level. Surely, if the government doesn't want to listen to the people, it still needs to pay attention to its own backbenchers.

Les consultations du gouvernement fédéral: un écran de fumée?

Pendant et après la campagne électorale, les Libéraux ont maintenu une volonté apparente de consulter et d'écouter les Canadiens et les Canadiennes. Il était raisonnable de supposer que ce qu'ils avaient entendu les guiderait dans leurs décisions. Toutefois, il ya déjà des signes qu'il en sera autrement.

Prendons par exemple, les consultations pré-budgetaires. Le ministre des Finances, Paul Martin, a annoncé qu'il consulterait les Canadiens et les Canadiennes à l'occasion de quatre rencontres tenues à Halifax, à Montréal, à Toronto et à Calgary avant le dépôt de son premier budget. Il est vite devenu évident que ces séances de consultation allaient être contrôlées. L'ACPPU s'est fait dire que les consultations visaient un objectif régional de sorte que les organisateurs n'envisageaient pas de représentation nationale. Les personnes qui ont assisté à ces séances (voir à la page 5) en notre nom y sont par conséquent allées de leur propre chef et non pas en tant que nos représentants.

D'après les rapports des personnes présentes, les quatre séances ont été minutieusement dirigées. C'est d'ailleurs ce qui s'est dégagé des médias qui prédisaient à l'avance la teneur des délibérations. Les résultats étaient donc déterminés au préalable. M. Martin était ainsi assuré d'entendre ce qu'il voulait bien entendre et non pas ce que les Canadiens avaient à lui dire. Comme il est décourageant de voir le ministre prendre exemple sur certains recteurs d'université!

Le budget de M. Martin contenait un exemple particulièrement déprimant de ce refus d'écouter. Nous sommes tous conscients de la nécessité de réduire le budget de la Défense. Pourtant, la décision de fermer le Royal Roads Military College et le Collège militaire

royal de St-Jean semble peu judicieuse à ce moment-ci. Le ministre de la Défense, David Collenette, avait déjà annoncé un examen en profondeur du rôle futur des forces armées canadiennes. L'ACPPU avait fortement recommandé au ministre Collenette de retarder la prise de toute décision, du moins jusqu'à la fin de l'examen.

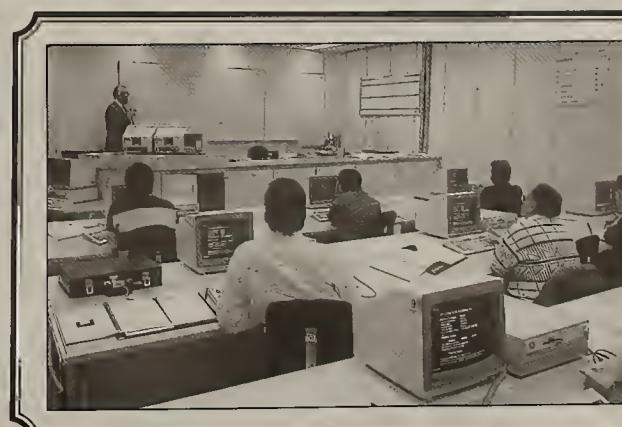
Que soit le futur rôle de l'armée, il est difficile d'imaginer qu'il ne comprendra pas le besoin d'avoir un corps d'officiers instruit et sensible. Surtout si l'ONU, comme cela semble probable, est de plus en plus appelée à maintenir la paix. La réputation des soldats canadiens, sur ce front, n'est plus à faire malgré un incident déplorable en Somalie. Cette ombre au tableau ne démontre-t-elle pas le besoin d'une formation supérieure.

Lloyd Axworthy, ministre des Ressources humaines, entame présentement des consultations sur le filtre de sécurité sociale — avec tout ce que cela comporte, si je puis m'exprimer ainsi. Il a toutefois l'intention d'y mettre un terme d'ici quelques semaines. Se peut-il que, dans ce cas également, les décisions aient déjà été prises pour l'essentiel et qu'il ne reste qu'à organiser des rencontres bidon pour garder l'illusion de la consultation?

Il est à espérer que non. Personne ne serait longtemps satisfait bien sûr si le gouvernement se contentait de bavarder sans rien faire. Pour avoir des consultations honnêtes et significatives, cependant, il faut une écoute attentive et des réactions. Chose certaine, les Libéraux ont été élus avec un mandat différent de celui de leurs prédecesseurs

et les électeurs s'attendent à ce qu'ils livrent une marchandise tout à fait différente. Se contenter d'écouter les hauts fonctionnaires qui conseillaient l'ancien gouvernement et qui prennent plus de temps à changer d'avis qu'il n'en faut pour faire faire demi-tour à un pétrolier n'est pas la meilleure façon d'établir un nouveau programme.

Les tactiques du gouvernement en matière de consultation se sont aussi traduites par une réticence des députés libéraux d'arrière-banc à rencontrer des représentants du Consortium national des sociétés scientifiques et pédagogiques en janvier. Pour contrer cette situation, il faudrait intensifier le lobbying dans les circonscriptions. Si le gouvernement ne veut pas écouter les citoyens, il devra bien prêter l'oreille aux doléances de ses députés.



How far can statistical indicators be used to determine the quality of the process of teaching...? Report on pages 14-15.

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Ronald Melchers

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Compensation policies distorted by government interventions

University teachers' 'real' wages down 25 per cent in 20 years while legislated salary freezes exacerbate the problem

In the past few years, almost every province has legislated the salaries of academics in one way or another, either by freezing pay scales or, in the case of Ontario, by suspending them altogether.

Consequent distortions in the application of existing compensation structures and policies have now made the prediction of career earnings and institutional compensation costs an even more dubious exercise than before.

The question of compensation for university teachers was one of the topics addressed at the Collective Bargaining Workshop held Feb. 3 and 4 in Ottawa.

In spite of this accelerated wear and tear of the compensation system in Canadian universities (if system there in fact is) remarkably little attention has been given to the compensation of academics by either faculty or administrators, although faculty salaries typically represent about one-half of institution expenditures.

Faculty have generally deployed their efforts to obtain large scale increases, or at least to maintain average earnings at a comparable level to other institutions, but have not typi-

cally sought to explore or negotiate policies which govern how compensation is distributed among faculty.

Until recent years employers have been largely successful in obtaining sufficient funding to more than offset salary increases. But they have seen little cause to undertake the complex task of questioning whether compensation distribution conforms to institutional goals.

Most have been content to limit their consideration of the impacts of salary policies and structures to faculty merit schemes, although these account for no more than a couple of percentage points of the salary mass.

Now faced with restraint and without the benefit of careful analysis, employer negotiators in universities have been prone to using blunt instruments. Faculty associations themselves are often ill-equipped to offer alternative mechanisms for examining and either defending or adjusting features of compensation policies and structures.

To redress this, the Collective Bargaining Cooperative of CAUT in 1993 asked professor Hugh Grant, a labour economist from the University of

Winnipeg, to conduct a study of salary structures in Canadian universities. Prof. Grant's study, published by the Co-op in October 1993, formed the centerpiece of the Collective Bargaining Workshop in February.

The study takes stock of the present state of university salary structures and attempts to explain, in light of the literature on compensation theory, the main features of these policies and their impacts on earnings.

One of the most productive insights of the paper, which David Balzarini and Bob Rodgers have previously proposed in contributions to the *Bulletin*, is that academic salaries are typically established by deferred compensation contract.

Elsewhere than in universities, this type of pay structure has given way to pressures of organizational change and costs, in favour of more flexible policies.

Prof. Grant identifies three types of compensation structures distinguished by the weight and degree of discretion afforded to performance measures or merit.

From Grant's data one may

also type universities according to the manner in which accumulated experience is rewarded and by which earnings are distributed over the course of an academic career.

In the classic structure, dominant in Ontario, a large share of career earnings are shifted to the last portion of the career by means of career increments and/or performance rewards which are either constant or which increase with salary. This type of structure typically produces a very large salary dispersal among academics of similar age and experience and magnifies over time initial differences in salary treatment between recruitment cohorts.

Among francophone Quebec universities and in some other institutions, career earnings are distributed more equally over the course of a career and any initial variations at recruitment are reduced with time. Initial salaries are higher at the latter institutions but increase at a smaller rate and finish lower. Career earnings, however, are typically higher.

These same structures tend to be less influenced in the long-term by extrinsic factors such as aging of the professoriate and legislated constraints or

cut-backs and can achieve greater flexibility at lower and more predictable cost.

At least one university, Guelph, after conducting a joint review of their existing salary and benefits scheme, decided to abandon the classic university structure in favour of a flatter career earnings profile.

Jack McDonald, academic vice-president and co-chair of the study committee with faculty association president Tom Herrmann, presented to participants the reasons and results of the complex yet successful Guelph restructuring exercise.

For associations seeking to put fundamental salary policies and structures on the bargaining table, or defending themselves against ill-conceived employer initiatives, the Guelph experience is thought-provoking and encouraging.

Both the Hugh Grant study and the Guelph presentation are available to member faculty associations of the CAUT Collective Bargaining Cooperative.

(Ronald Melchers is a member of the CAUT Collective Bargaining Cooperative Executive Committee.)

Who teaches part-time in the universities?

Rosalind Riesebrough

It is estimated that there were 25,300 part-time university teachers in 1990/91, the first year that Statistics Canada obtained data for this sector of the university community. In that year, there were approximately 37,500 full-time faculty on campus.

Many university faculty associations across the country represent part-time faculty; for example, out of a sample of 24 faculty associations, part-time teachers are included in 13 of them.

The Statistics Canada survey defined part-time teachers as staff appointed on a part-time basis, with a fractional load, and staff appointed on a full-time basis with a term of appointment of less than 12 months.

The survey was restricted to those teaching credit courses and those contracted to teach extra courses or summer session courses outside their regular duties. Full-time faculty, of course, have additional duties as part of their workload.

The survey findings indicate that the "average" part-time teacher was a 42 year-old male, with a master's degree, teaching in the field of social sciences, and earned approximately \$8,215 through 1.4 teaching contracts at the university. According to information compiled by CAUT, in 1990/91 the stipends for teaching a full course

ranged from approximately \$4,500 to \$6,000.

The accompanying graphs illustrate some of the different characteristics of full-time and part-time staff.

Figure I compares the age profiles of the two types of faculty, demonstrating the concentration of part-time faculty in the younger age groups.

Figure II shows the distribution of faculty by principle subject taught. High proportions of both full- and part-time faculty are found in the social sciences and humanities. A significant number of part-time faculty teach in education and a larger

percentage of full-time than part-time teach in the physical sciences.

Figure III depicts the breakdown of faculty by sex. In both types of faculty, the largest proportion of faculty are men. In terms of absolute numbers there are more women with part-time contracts than are employed as full-time faculty.

(See the article published in the November 1993 issue of the *Bulletin* for a description of employment patterns of full-time faculty.)

(Rosalind Riesebrough is Director of Member Services at CAUT.)

Figure I

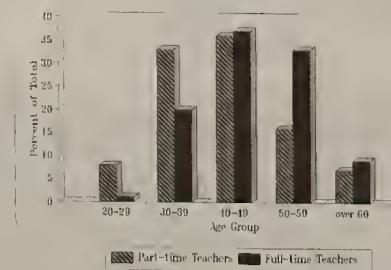
University Teachers by Age Group
1990-91

Figure II

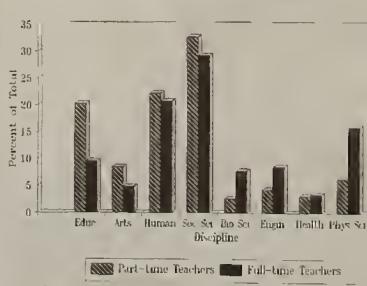
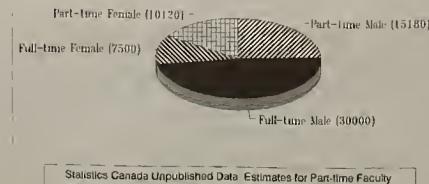
University Teachers by Discipline
1990-91

Figure III

Full-time and Part-time Faculty by Sex
1990-91

Pre-budget sessions reflect government's predetermined agenda

Toronto, January 25, 1994

Joyce Lorimer

I recently received a personal letter from Finance Minister Paul Martin thanking me for the advice and comments I gave him at the pre-budget conference in Toronto on Jan. 25. Apparently I contributed to recommendations which were considered in the preparation of the budget.

Strange! That was certainly not the impression I got at the time. I came away with the notion that I was there to deliver a pre-determined response, and I remember that he rapidly left my workshop when I began to talk about the funding of post-secondary education.

The conference was entitled Facing Choices Together. To me, and to many others at the Toronto conference, it was fairly clear that

the government had already made its choices and that the whole elaborate exercise was designed to create some semblance of public consultation.

The conference was structured around morning and afternoon plenary panels each followed by small workshop discussions on prepared questions. The participants in the morning panel all focussed on the requirement to reduce the foreign debt while at the same time pursuing policies for economic growth and job creation and maintaining a commitment to social programs and the existing safety net.

It quickly became obvious that the expected choice or response from the audience was support for a broadening of the tax base and suggestions as to how the government could tap savings and pen-

sion funds. In return we could demand an explicit program for deficit reduction, job creation, fair and equitable tax reforms, and the vague reassurance that social programs would be revamped but not dismantled.

Thus programmed we were sent off to the morning workshops to identify the finance minister's top four budget priorities. The chances of reaching agreement in just over an hour seemed virtually non-existent given the conflicting interests deliberately put together in each discussion group.

In fact my group, which had the president of Ford Motor and of the CAW in it, did manage to meet consensus, but it did so in the teeth of an intrusive moderator who persistently misinterpreted what participants said to fit the pre-designed answer package.

* * * * *

to see what number is cited by the organizers if they comment on this.

Education

There was a generally positive orientation expressed toward education. The participants seem to view education as a necessary investment in the future of the country and there was no effort to attack education.

One disturbing element in the discussion is the apparent willingness to foist increasing educational costs onto students without too much regard for the consequences. Experience in Alberta is consistent with the ideas expressed that a significantly larger portion of the real costs of education are going to be borne by the students.

This appears to have been a common experience.

When the convenor reported back from the morning workshops many of us in the audience felt that our stipulated priorities were being misrepresented.

The afternoon panelists were much more constructive, stressing the need for all levels of government, business, labour, education, and social action groups to cooperate in creating a national strategy for sustained development.

The workshops were supposed to produce recommendations on measures for job creation, greater tax equity and social service reform, but once again there appeared to be a disjunction between the advice given and what the moderators heard and reported. This became very apparent in the last plenary sessions when

large numbers of participants took to the microphones to set the record straight.

The pre-budget forum could not — if it were ever intended — provide a real opportunity for dialogue with the federal government. The most heartening thing about it, from CAUT's perspective, was that the participants I worked with were sensitive to the impact of underfunding on post-secondary education, and recognized that universities were critical partners in any plan for sustained economic development.

They stayed to listen to what I had to say even if the finance minister didn't.

(Report prepared by Joyce Lorimer, History, Wilfrid Laurier University)

Calgary, January 29, 1994

Bill Zverman

The Calgary meeting was held about two weeks before the federal budget was scheduled to be tabled in the House of Commons. The timing made it difficult for serious participants to believe that we could have an effect on this year's budget.

The material prepared by the government and presented by the keynoter emphasized the deficit and debt and generally played on the need for relatively drastic fiscal constraint measures — an idea to which the participants were very receptive.

The rapporteurs were generally quite conscientious in their response and there did not appear to be any serious attempt to control the final product.

The participants represented a wide range of interests and competencies. There was representation from all four of the Western

provinces and from the Territories. This created quite a mix in response. One wonders how the sponsors sorted out the significance of the various kinds of participants. It appeared from the interaction, that a cadre of active Liberals were participating in key roles.

The importance of eliminating the deficit and then working on the debt was generally accepted by the participants. There were a few voices crying out for the government to stimulate the economy and a number very concerned about the maintenance of the safety nets. However, deficit and debt were of prime concern.

The question regarding the timing of the elimination of the deficit drew a somewhat mixed response. These did not seem to be a great deal of sympathy with a draconian short-term fix. The consensus seemed to fall between four and seven years. It will be interesting

to see what number is cited by the organizers if they comment on this.

Education

There was a generally positive orientation expressed toward education. The participants seem to view education as a necessary investment in the future of the country and there was no effort to attack education.

One disturbing element in the discussion is the apparent willingness to foist increasing educational costs onto students without too much regard for the consequences. Experience in Alberta is consistent with the ideas expressed that a significantly larger portion of the real costs of education are going to be borne by the students.

Infrastructure

There was support for the maintenance and extensions of the new infrastructures. This is important to us as these new systems are important to teaching and research and we may benefit from arguments advancing these causes. Perhaps we should place more emphasis on arguing for research related resources without belabouring the research side of it.

Intent

Why were we there? What was the intent of all this? Our attendance was not prompted by crass cynicism. This was a gathering of concerned Liberals and other representatives of the citizenry. It was conceivable, if not likely, that something could have arisen from these discussions.

I did not hear anything new. I

do not believe that anyone in Ottawa heard anything new. If there was a message coming out of this particular session, it was that not everyone in B.C. or Alberta is a supporter of Reform Party economics.

Paul Martin

Martin was present for about four hours. During his time in the session he did not seem to be paying attention to many of the remarks directed toward him by the individuals reporting back from the discussion groups. He appeared disinterested and carried on private conversations while the rapporteurs were speaking to the meeting.

(Report prepared by Bill Zverman, Sociology Department, University of Calgary)

TAX FAX

Robertson & Hill
Chartered Accountants

To: CAUT Members
From: Steven Dyck

Death and taxes

There are special rules and considerations which apply to taxation of an individual in the year of death. A "terminal return" will declare income earned in that year up to the death-date; thereafter, income is earned and declared by his estate. The terminal return is due by the later of six months after death, or April 30 of the year following the year of death. The terminal return must include "rights or things," being (e.g.) uncashed bond coupons, declared but unpaid dividends, or salary or vacation pay unpaid at death. These "rights or things" can be declared on a separate return, if proper elections are filed promptly, and can thus benefit from much lower tax rates.

The terminal income reports periodic income such as salaries, rent, royalties and interest (including accruals). Life insurance proceeds arising on death from most policies issued after December 1, 1982 are taxable in respect of the income on the savings element; the mortality gain arising on the insured's death is still exempt. The taxpayer is deemed to sell his capital assets at fair market value as of death-date (except for assets he/she can choose to transfer tax-free to a surviving spouse), and pays capital gains tax on the "sale." RRSPs go to the surviving spouse tax-free or, if no survivor, are added to the terminal year income. (RRSPs will be dealt with in a later column, after the federal budget comes down. But the deceased has available full personal credits, charitable credits (including forquests), and sometimes enhanced medical credits.

Death and taxes are the two great certainties of life. This and following columns will address how to be prepared at least for the latter.

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Budget '94

continued from page 1

university research in science, engineering, medicine and the social sciences are being excluded from spending reductions contained in the budget, reflecting the priority we place on R&D."

It is questionable how a commitment to R&D, and a reliance upon it to fuel our economic recovery is reflected in zero increase. Especially when inflation is still greater than zero!

CAUT also strongly regrets Defence Minister David Collenette's decision to implement some budgetary cuts by closing two of Canada's national universities, Royal Roads Military College in Victoria and the Collège militaire royal de St-Jean. This is inconsistent with the Finance Minister's statements emphasizing the importance of training and education.

"Internal National Defence studies show that the military colleges provide a university education that is both cost-effective and of the highest quality," Professor Andrews said. "The military colleges are doing this at a time when Canada and its armed forces need an intelligent, sophisticated and sensitive officer corps. None of them should be closed."

Two other budget items are of interest to CAUT members. For our retired members, the age credit for persons 65 years and older will be income adjusted. For those with retirement incomes greater than \$50,000, the exemption will be halved in 1994, for an extra tax cost of \$492. Next

year the exemption will be eliminated, for a tax cost of about \$1,000.

Furthermore, effective June 1994 the tax exemption for premiums related to the first \$25,000 of coverage under employer-provided life insurance plans is being eliminated. This will mean an extra cost of between \$30 and \$50 per year in federal and provincial income taxes.

In his reply to the budget speech, Bloc Québécois finance critic Yvan Loubier pointed out that the fiscal measures of the Finance Minister "placed a straight jacket on the Minister of Human Resources" as the latter undertakes the task of re-thinking Canada's social programs. He also pointed out that the budget

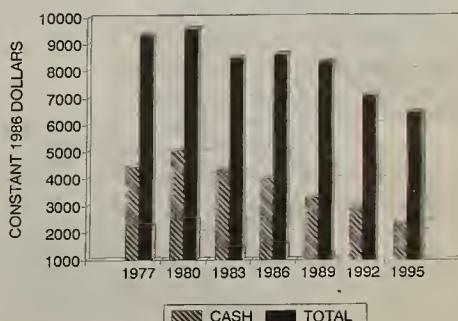
continues the policy carried out consistently by both Grits and Tories of reducing corporate income taxes and transferring the burden to individuals.

Professor Andrews noted the gap between the professed aims of the budget and scanty means provided to attain those aims:

"How can you increase research and innovation and provide a well-educated workforce while decreasing funding to the universities that are essential to these undertakings? The Liberals profess to be distressed about public cynicism concerning the political process, but it is hard to see how this budget can do anything but increase that cynicism."

(Fred Wilson is Past President of CAUT.)

CASH & TOTAL EPF TRANSFERS FOR PSE PER FULL TIME EQUIV. STUDENT IN CONSTANT \$



COUNCIL REPORT / RAPPORT DU CONSEIL

35th. Council meeting, Ottawa, February 5-6, 1994 - Council meetings provide an opportunity for faculty association delegates to meet and interact with colleagues from across Canada.

COFFEE BREAK - Talking over the day's work in the informal setting outside the meeting room.



Alan Andrews (CAUT President)
Colin Stuttard (President, DFA)



Roger Black (President, UPEIFA)
Jack Vanderlinde (President, AUNBT)
Desmond Morley (Executive Director, FNBF)
Gary Long (President, FNBFA)



Aurora Waite (Staff, TUFA)
Diane Peters (CAUT Rep., WLNUFA)

PLANNING STRATEGY - Partners for a common cause scrutinize documents.



Tom Booth
(President, MOFA)
June Chaikelson
(President, CUFA)

Bernice Schrank
(Chair, AF&T Committee)
Linda Winkler
(Chair, Librarians Committee)



Bargaining services reintegrated as CAUT core function

The CAUT Council and the CAUT Collective Bargaining Cooperative board of directors have agreed to reintegration of collective bargaining services into the core functions of CAUT.

As of June 30, 1994 the Collective Bargaining Cooperative, which was created in 1988 to provide bargaining services to opting-in member associations, will cease operations.

Under the terms of the new arrangement, approved at the recent Council and Co-Op Directors' meeting in early February, collective bargaining services, such as negotiating and strategy assistance, analysis of salary and benefits data and access to the collec-

tive agreement data bank, will once again be offered to all CAUT member associations.

The decision to reintegrate bargaining services into the CAUT core function will necessitate other changes. Council agreed to the creation of a new standing committee for collective bargaining and economic benefits, with the terms of reference to be determined.

Also approved by Council was an increase in the size of CAUT's Executive Committee, from the current eight members to 10. The new Executive will be comprised of the president, vice-president, past-president, treasurer, two members-at-large and the chairs of the four standing committees including

the new committee for collective bargaining and economic benefits.

To offset some of the costs of reintegration, Council agreed to suspend one meeting per year for the next two years. At the moment, Council meets three times annually. In addition, Council approved a series of recommendations for the Executive Committee to consider when it formulates the 1994/95 budget in order to facilitate reintegration with a minimum impact on the fees paid by member associations.

Council will approve the required changes to the by-laws and the 1994/95 budget at its meeting in late April.

Retour des services de négociation collective aux fonctions de base de l'ACPPU

Le Conseil de l'ACPPU et le Conseil de direction de la Coopérative de négociation collective de l'ACPPU ont accepté de ramener les services de négociation collective parmi les fonctions de base de l'association.

À compter du 30 juin 1994, la Coopérative de négociation collective, créée en 1988 dans le but d'offrir des services de négociation collective aux associations membres ayant choisi d'y adhérer, cessera d'exister.

Selon la nouvelle entente, approuvée à la dernière assemblée du Conseil et à la dernière réunion des directeurs de la Coopérative au début de février, les services de négociation collective, notamment la négociation et l'aide stratégique, l'analyse de données sur les salaires et les avantages sociaux ainsi que

l'accès à la banque de données sur les conventions collectives, seront à nouveau offerts à toutes les associations membres de l'ACPPU.

La décision de ramener les services de négociation parmi les fonctions de base de l'ACPPU entraînera d'autres modifications. En effet, le Conseil a convenu de créer un nouveau comité permanent pour la négociation collective et les avantages économiques. Le mandat n'est toutefois pas encore déterminé.

Le Conseil a en outre approuvé une augmentation du nombre de membres du Comité de direction de l'ACPPU, le faisant passer de huit à dix. Le nouveau Comité de direction sera composé du président, du vice-président, du président sortant, du trésorier, de deux membres ordinaires et des présidents ou présidents

des quatre comités permanents dont le nouveau comité de la négociation collective et des avantages économiques.

Le Conseil a convenu d'éliminer une réunion par année pendant les deux prochaines années afin de compenser les frais supplémentaires occasionnés par la réintroduction. Actuellement, le Conseil se réunit trois fois par année. De plus, le Conseil a approuvé plusieurs recommandations que le Comité de direction étudiera lorsqu'il dressera le budget de 1994-1995 pour que la réintroduction se réalise avec le moins de conséquences possibles sur les cotisations des associations membres.

Le Conseil approuvera les modifications nécessaires aux statuts et au budget de 1994-1995 à son assemblée qui se tiendra à la fin d'avril.

Time needed to review 'Framework'

The Ontario government's "Framework Regarding Prevention of Harassment and Discrimination in Ontario Universities" which requires Ontario universities to review their own policies and procedures and submit them to the OCUA for review by March 1, has worried some faculty members.

John Fekete, a delegate from Trent University, expressed concern that the

suggested guidelines in the framework document would pose a threat to university autonomy, academic freedom and freedom of expression.

However other delegates, such as Alan Manson from Queen's University, argued that the guidelines are consistent with the Ontario Human Rights Code and pose no threat to academic freedom.

Plus de temps pour étudier la politique-cadre

La Politique-cadre en matière de prévention du harcèlement et de la discrimination dans les universités de l'Ontario du gouvernement ontarien exige des universités de cette province de réviser leurs politiques et procédures puis de les soumettre au Conseil des affaires universitaires de l'Ontario avant le 1^{er} mars pour qu'il les examine. Cette politique-cadre préoccupe certains professeurs.

John Fekete, délégué de

l'Université Trent, a dit craindre que les lignes directrices proposées menacent l'autonomie des universités, la liberté universitaire et la liberté d'expression.

Par ailleurs, d'autres délégués, notamment Alan Manson de l'Université Queen's, ont soutenu que les lignes directrices étaient conformes au Code des droits de la personne de l'Ontario et ne menaçaient aucunement la liberté universitaire.

Après un lourd débat, le Conseil a décidé de ne pas prendre position sur la question. Il a plutôt adopté une résolution demandant au ministre de l'Éducation et de la Formation, David Cooke, de retarder la date de mise en oeuvre de la politique-cadre afin de permettre au Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU d'étudier le document et de faire rapport sur ses répercussions à l'assemblée d'avril du Conseil.

COUNCIL REPORT / RAPPORT DU CONSEIL



Marco Adria
(President, AUFA)



Mary-Alice Guttman
(CAUT/Co-op Rep., OISEFA)

A Council affair - putting forward the associations' concerns



James Marino
(President, CAFA)



Rod Wilson
(President, AAS:UA)



John Heintz
(Calgary)



COUNCIL SPEAKER - Monitoring events and keeping order

Mark Sandilands
(Lethbridge)

AIDS policy statement revised

The CAUT Council has approved a revised Policy Statement on HIV/AIDS in the Universities. The original policy statement, written in 1988, was believed to be in need of several revisions due to changes in understanding of AIDS and greater experience in dealing with AIDS in the universities.

Perceiving the need for such a review, the CAUT Executive Committee commissioned Grace Getty of the faculty of nursing at UNB, an acknowledged expert in the area, to conduct the review and recommend changes.

Copies of the new policy statement are available by contacting the CAUT office.

Révision de l'énoncé de principes sur le SIDA

Le Conseil de l'ACPPU a approuvé la version révisée de l'Enoncé de principes sur le VIH et le SIDA dans les universités. La première version datait de 1988 et nécessitait plusieurs révisions étant donné que la compréhension du SIDA a évolué et que les universités ont acquis une plus grande expérience dans le traitement du problème du SIDA.

Le Comité de direction de l'ACPPU, ayant senti le besoin

de revoir l'énoncé de principes, a chargé Grace Getty, professeure à la faculté des sciences infirmières de l'Université du Nouveau-Brunswick et spécialiste reconnue du domaine, d'effectuer l'examen et de recommander des modifications.

Il est possible de se procurer des exemplaires du nouvel énoncé de principes au secrétariat de l'ACPPU.

CALL FOR NOMINATIONS TO THE NEW STANDING COMMITTEE FOR COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

At its February meeting CAUT Council voted to reintegrate the Collective Bargaining Cooperative back into the core services of CAUT as of July 1, 1994. Council further moved that collective bargaining and economic benefit services would become the responsibility of a new Standing Committee for Collective Bargaining and Economic Benefits. The size and terms of reference of the new Committee, as well as other transitional arrangements, are currently being determined and will be presented to CAUT Council at its Spring meeting. Nominations are now being actively sought for election to the positions of — Person Chairing, and an as yet to be determined number of Committee members. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated.

Elections will take place at the CAUT Council meeting in Ottawa April 29 — May 1, 1994.

Nominations should be sent to Professor Mark Sandilands, Person Chairing, Elections and Resolutions Committee, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2, by March 30. They should include a letter of nomination, a brief statement of why the nominator feels the nominee is qualified to serve, the agreement of the nominee to serve if elected, and a completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

APPEL DE CANDIDATURES POUR LE COMITÉ PERMANENT DE LA NÉGOCIATION COLLECTIVE ET DES AVANTAGES ÉCONOMIQUES

Lors de l'assemblée de février dernier, le Conseil de l'ACPPU a voté en faveur du retour de la Coopérative de négociation collective aux services de base de l'ACPPU à compter du 1^{er} juillet 1994. De plus, le Conseil a proposé que les services de négociation collective et des avantages économiques relèvent du nouveau Comité permanent de la négociation collective et des avantages économiques. On met présentement au point la composition et le mandat du nouveau comité ainsi que les dispositions de transition. Le tout sera présenté à l'assemblée du printemps du Conseil.

Nous sollicitons activement des candidatures pour la présidence et les autres postes du Comité dont le nombre reste à déterminer. Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales.

Les élections se tiendront à l'assemblée du Conseil de l'ACPPU, à Ottawa, du 29 avril au 1^{er} mai 1994.

Il faut envoyer les candidatures à M. Mark Sandilands, président du Comité des élections et résolutions, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2, au plus tard le 30 mars. Les mises en candidature doivent être accompagnées d'une lettre de mise en candidature, d'une brève déclaration expliquant pourquoi la personne proposant le candidat ou la candidate estime qu'il ou elle possède les qualités voulues, l'accord du candidat ou de la candidate de siéger si cette personne est élue et une copie remplie du "Formulaire d'information réglementaire" (disponible auprès des associations de professeurs ou de l'ACPPU).

'Vertical' cuts to be aired in April

Recent developments at several universities have prompted plans for a full discussion of "vertical" cuts at the April meeting of the CAUT Council.

Program closures, such as forestry at the University of Toronto and dance at the University of Waterloo, along with threats of closures of programs at Western Ontario,

Dalhousie, and OISE have been a source of alarm for faculty. The plans of the Klein government to cut funding to Alberta universities will also likely lead to pressure to cut programs in Alberta's universities.

As a result of the trends in this area, Council will seek an accurate picture of what has

happened at various institutions. There will be a thorough discussion of the legal basis for defence of CAUT members caught in such situations.

In addition, there will be an examination of current CAUT policies in the area and a discussion of strategies to be followed.

En outre, l'on examinera les politiques actuelles de l'ACPPU dans le domaine et l'on discutera des stratégies à prendre.

Les compressions structurelles à l'ordre du jour de l'assemblée d'avril

À la suite de faits survenus récemment dans plusieurs universités, il a été décidé de discuter des compressions structurelles à l'assemblée d'avril du Conseil de l'ACPPU.

Les fermetures de programmes, comme la foresterie à l'Université de Toronto et la danse à l'Université Waterloo, ainsi que les menaces de fermeture de programmes à l'Université Western, à l'Université Dalhousie et à l'Institut d'études pédagogiques de l'Ontario, sont une source

d'inquiétude pour les professeurs. Le projet du gouvernement Klein de réduire le financement des universités de l'Alberta risque également d'inciter les universités de cette province à sabrer des programmes.

Vu la présente tendance, le Conseil tentera de brosser un tableau à juste de la situation dans diverses universités. Les délégués discuteront à fond des moyens de défense des membres de l'ACPPU aux prises avec ce genre de situation.

Service award for librarians

The Librarians' Committee recommendation that an outstanding service award be created for academic librarians received approval at Council.

The Academic Librarians' Distinguished Service Award will be given no more than once every three years to an academic librarian or faculty member who has contributed

to the advancement of the status or working conditions of academic librarians at Canadian universities.

The award will be made on the recommendation of the Librarians' Committee to the CAUT Council following an evaluation and selection by a jury.

Le Conseil approuve la création du prix des bibliothécaires

Le Conseil a approuvé la recommandation du Comité des bibliothécaires sur la création d'un prix pour souligner les services exceptionnels de bibliothécaires.

Le prix des bibliothécaires pour services remarquables sera décerné une fois tous les trois ans à une personne parmi les bibliothécaires d'université

ou le corps professoral qui a contribué à l'avancement du statut ou des conditions de travail des bibliothécaires des universités canadiennes.

Le prix sera décerné à la suite d'une recommandation du Comité des bibliothécaires formulée au Conseil de l'ACPPU après qu'un jury aura évalué les candidatures et arrêté son choix.

Nous sollicitons activement des candidatures pour la présidence et les autres postes du Comité dont le nombre reste à déterminer. Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales.

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Il faut envoyer les candidatures à M. Mark Sandilands, président du Comité des élections et résolutions, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2, au plus tard le 30 mars. Les mises en candidature doivent être accompagnées d'une lettre de mise en candidature, d'une brève déclaration expliquant pourquoi la personne proposant le candidat ou la candidate estime qu'il ou elle possède les qualités voulues, l'accord du candidat ou de la candidate de siéger si cette personne est élue et une copie remplie du "Formulaire d'information réglementaire" (disponible auprès des associations de professeurs ou de l'ACPPU).

Call for Nominations to CAUT Officer Positions

At its meeting of February 5-6, 1994, Council approved the restructuring of the Executive Committee as follows:

- President
- Vice-President
- Past-President
- Treasurer
- Chairperson of the Academic Freedom and Tenure Committee
- Chairperson of the Collective Bargaining and Economic Benefits Committee
- Chairperson of the Librarians Committee
- Chairperson of the Status of Women Committee
- Two members-at-large

The call for nominations has already been issued for the Chairs of the Academic Freedom and Tenure Committee and Librarians Committee [November, December, and February issues of the CAUT *Bulletin* and two memos to local and provincial associations]. The term of office for the Chair of the Status of Women Committee has not expired. The Ad Hoc Committee to Review the Relationship between CAUT and the CAUT Collective Bargaining Cooperative has been directed to develop the Terms of Reference as well as the transitional arrangements for the new Standing Committee, namely, the Collective Bargaining and Economic Benefits Committee.

THEREFORE:

Nominations are now being actively sought for election of the following positions to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and two Members-at-large. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa on April 30 and May 1, 1994.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years.

Nomination Procedure

Nominations should be sent to:

Professor Mark Sandilands
Person Chairing
Elections and Resolutions Committee
CAUT
2675 Queensview Drive
Ottawa, ON K2B 8K2

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

Nomination documentation: Send by March 25, 1994, if possible

Description of Positions

The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President

Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer

Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

Appel de candidatures aux postes de dirigeants de l'ACPPU

Le Conseil a approuvé la nouvelle composition du Comité de direction à son assemblée des 5 et 6 février derniers:

- Président(e)
- Vice-président(e)
- Président(e) sortant(e)
- Trésorier(ère)
- Président(e) du Comité de la liberté universitaire et de la permanence de l'emploi
- Président(e) du Comité de la négociation collective et des avantages économiques
- Président(e) du Comité des bibliothécaires
- Président(e) du Comité du statut de la femme
- Deux membres ordinaires

L'appel de candidatures pour la présidence du Comité de la liberté universitaire et de la permanence de l'emploi et du Comité des bibliothécaires a déjà paru dans les numéros de novembre, décembre et février du *Bulletin de l'ACPPU* et deux notes à cet effet ont été envoyées aux associations provinciales. Le mandat de la présidente du Comité du statut de la femme n'est pas terminé. Le Comité spécial chargé d'examiner les rapports entre l'ACPPU et la Coopérative de négociation collective a reçu la mission d'élaborer le mandat et les dispositions de transition du nouveau comité permanent, en l'occurrence la Comité de la négociation collective et des avantages économiques.

PAR CONSÉQUENT:

Nous sollicitons activement des candidatures pour les postes du Comité de direction, soit: la présidence, la vice-présidence, la trésorerie et deux postes de membres ordinaires de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa les 30 avril et 1^{er} mai 1994.

Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier ou de la trésorière est de deux ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. Mark Sandilands
Président
Comité des élections et résolutions
ACPPU
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Les pièces suivantes doivent accompagner les mises en candidature:

Une lettre de mise en candidature.

Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues. L'accord du candidat ou de la candidate de siéger si cette personne est élue. Une copie du Formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU.

Dans la mesure du possible, les pièces accompagnant les mises en candidature doivent être envoyées avant le 25 mars 1994.

Description des postes

Le président ou la présidente

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

Le vice-président ou la vice-présidente

La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide le président ou la présidente à s'acquitter de ses responsabilités.

Le trésorier ou la trésorière

La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.



J. Mark Langdon

PROVINCIAL ROUNDUP

Roblin Report urges streamlining Manitoba's universities

Professors spend too much time in committees; teaching undervalued compared to research

The final report of the University Education Review Commission, headed by former Manitoba Premier Duff Roblin, was released on January 21. The study, known as the Roblin Report, was the culmination of two years of analysis of Manitoba universities.

The stated purpose of the commission was to "advise how best (Manitoba's university education system) should be managed in the public interest." The university system in Manitoba is composed of approximately 20,000 full-time students, 16,000 part-time students with a 1993/94 budget of \$202 million.

The Roblin Report states that all recommendations concerning universities must be made with the assumption "that public financial constraints will continue for the medium term planning horizon." Therefore, "universities must ... so order their affairs as to make the best use of present resources in discharging their responsibilities to the Manitoba community."

A major suggestion is that the province's four universities engage in prioritization by examining their programs and permitting those of lesser importance to diminish. To better use existing resources, the commissioners suggest increased reliance on distance education.

A second recommendation is that professors reduce the amount of time they spend on internal service on committees. The commission noted that the University of Manitoba, which serves 70 per cent of the province's student population, has 900 committees. Roblin suggests this figure is excessive and the amount of time spent on committees be reduced by 50 per cent.

Another assertion by Roblin is that teaching has been undervalued in comparison to research in the hiring and promotion of faculty. The report claims that both should be given equal weight in the reward structure for academics and that research completed should be linked more directly to "Manitoba's social, cultural and economic interests." Roblin claims that "self-directed research is only tenuously linked" to these interests now.

In order to monitor the quality of teaching and the provincial relevance of research, Roblin suggests the creation of a Council on Post-Secondary Education. This council would administer an incentive fund to stimulate and reward innovative developments in the core activities of teaching, research and service.

More broadly, it would replace the Universities Grants Commission, would have a full-time deputy minister and would prepare a long-range plan for the coordinated system of post-secondary education for a new Cabinet Committee on Post-Secondary Education.

This new committee would

include the premier as chair, the minister of education as deputy chair and several other ministers with an interest in post-secondary education, such as finance and native affairs. It would coordinate all post-secondary education within "economic and social priorities (which) meet the strategic goals of provincial policy."

The committee would approve long-range plans submitted by the Council on Post-Secondary Education, set strategic guidelines and meet regularly with university and college presidents to explain the government's ideas for strategic program specialization and cooperation and to approve new programs and initiatives.

A major focus of the report is the reinvigoration of the community college system. The authors claim that college enrollment is proportionately lower in comparison with other provinces and that spaces be doubled in the next five years. They add that this can best be done by encouraging colleges to "provide a broader choice of career options ... and to supply a pool of well-trained technicians to support economic development."

Again, distance education is emphasized and the commission believes that Keewatin Community College should coordinate college distance education in Manitoba.

On the tuition issue, the commission recommends a general freeze with some adjustments to reflect particular faculty program costs. Foreign fees should be pegged at double those of Canadian fees and an income contingent loan repayment plan for all students is suggested.

The approach and recommendations of the Roblin Commission were criticized by a number of individuals in the university community.

University of Winnipeg President Marsha Hanen, while welcoming recommendations that the university have its own Act and that distance education be emphasized, stated that recommendations for tuition control must be re-thought, in part because the university relies very heavily on tuition as a proportion of operating expenses and in part because the university does not have medicine and dentistry, two faculties whose students Roblin suggests should suffer tuition hikes.

Robert Chernomas, president of the University of Manitoba Faculty Association, described the report as very disappointing and reflecting a "very provincial and conservative view of the university." He noted that the emphasis on prioritization could doom universities to years of underfunding and indicates that the commissioners "allowed short run deficit priorities to dominate the long run considerations."

Chernomas also lamented the authors' approach to the tuition and research issues. The income contingent repayment

program benefits only certain types of students who obtain immediate, lucrative employment.

On the research issue, he said the commissioners underemphasized the economic relevance of much research that is currently done and instead viewed research "as something that interferes with teaching."

Questions were also raised about the emphasis on colleges in the report. When a reporter asked Roblin whether the improvements suggested to the college system would mean less money for universities, he said "there is plenty of room for the universities to get maximum benefit from the dollars they get."

When pressed on the possible incongruity between funding limitations and building a solid and responsive system, Roblin said "it was impossible to ignore financial matters ... How can you meet the challenge of excellence if you don't make the best use of the money you have?"

Concerns were also expressed about the fit between the commissioners' concerns about responsiveness to the community and the report's emphasis on centralized control, both within universities, through boards of governors and at the provincial level, through the Cabinet Committee on Post-Secondary Education.

Teacher training review gets low marks from NSCUFA director

A review of teacher education programs in the province of Nova Scotia demonstrates "lack of persuasiveness and thoughtfulness" and provides "unworkable recommendations," according to John D'Orsay, executive director of the Nova Scotia Confederation of University Faculty Associations (NSCUFA).

The review, conducted at the behest of the Nova Scotia Council on Higher Education, was led by Bernard Shapiro, former deputy minister of education in Ontario and soon to be principal of McGill University.

Shapiro was selected by the heads of the teacher education programs from an original list of more than 50 names. Several other individuals from across the country were subsequently selected to form a review team.

An interim report was made public on Jan. 26 and the final draft presented two weeks later.

The main recommendation in the report is that the number of teachers college spaces should be reduced by half from the current 600. Teacher education, it says, should be offered only at Acadia, Mount Saint Vincent and Université Ste. Anne.

Consequently, Dalhousie, St. Francis Xavier, Saint Mary's and the Nova Scotia College of Art and Design would discontinue their programs while the province's own Nova Scotia Teachers College would close.

Chernomas also lamented the authors' approach to the tuition and research issues. The report also suggested the province move to a two-year teaching degree, which only two

schools currently offer.

In a detailed six-page response to Nova Scotia Higher Education Council Chair Janet Halliwell, on Feb. 7, D'Orsay asserted that the "review team's report is far from being a model of analytic rigour. Faculty, many of whom have experience of their own as consultants, repeatedly fault the review team's failure to present a methodology, or appropriate and sufficient evidence to demonstrate the validity of their claims."

Specifically, he noted that little evidence was presented to demonstrate that graduates of a two-year program would be substantially better equipped to deal with the issues facing classroom teachers. He also said the suggestion that consolidation of teaching education within large, comprehensive faculties provides advantages, was not thoroughly applied to the university system in Nova Scotia.

"Our concern is not only with the outcome of this review, but also with the need for other review teams to critically examine and restrain their impulse to graft scions, which originate in university systems characterized by larger institutions, onto a stock bred to a different scale," he said.

NSCUFA also expressed concern about the appropriateness and responsiveness of reducing spaces to 300, thereby providing only 150 graduates a year under a two-year program. Estimating low in providing spaces could cause "an upward pressure on wages (costs for school boards) but also a constraint on selecting and retaining teachers on the basis of performance (ie. a decline in quality)."

"Apart from a reference to one recent year's hiring numbers, the reviewers present no demographic data on the teaching complement of public schools and fail to consider the other sources of employment available to teaching graduates as a source of labour market demand at all."

A 1991 report by the Maritime Provinces Education Foundation (MPEF) on teacher supply and demand for the Maritimes, indicated that replacements will be needed for 200 to 300 retirees per year in the next five years and 400 to 500 per year after that. In addition, approximately 220 positions are expected to come available each year due to deaths, resignations and other reasons.

These data when combined with the proposed changes, could, D'Orsay said, precipitate an exhaustion of the pool of substitute teachers in the year or two of transition to the new two-year program and the migration of some teacher education students to other provinces, many of which are already short of spaces.

D'Orsay summarized: "It would be our view that sufficient spaces need to be available immediately for 450 graduates

per year and plans about the number and location of programs should be made so that 750 graduates per year can be available in five years time."

In concluding his letter, D'Orsay said there was insufficient discussion of the form and content of the new two-year program and of the implications of a reduction in spaces for particular groups. Issues which he said deserved more attention included the effects of the recommendations for those interested in upgrading their skills, on access by minorities and on those who want to complete a degree on a part-time basis.

While it has been suggested by some who support the cuts that displaced educators could be accommodated through early retirement schemes and transfers, D'Orsay questioned the ease of implementing those solutions. He noted that most instructors at the province's teachers college lack doctorates and could not easily move to other universities. His own informal feedback on early retirement is that only one of 15 professors he canvassed would be interested in this option.

Expenditure Control Act to trim N.S. budgets

The Expenditure Control Act introduced by Nova Scotia Finance Minister Bernie Boudreau and passed on Nov. 26, 1993 calls for cuts to provincial expenditures of three per cent in 1994/95 and 1995/96 and two per cent in 1996/97 and 1997/98. The exact effects on the province's Ministry of Education are unknown.

On Jan. 13, NSCUFA met with Minister of Education John MacEachern to discuss this and other issues. Executive Director John D'Orsay indicated the cuts are potentially more severe than the 1991 announcement by the former Conservative government that the ministry's budget would be frozen for two years and increased by three per cent in the third year.

UPEI works under second \$300,000 cut

The University of Prince Edward Island's budget was cut by \$300,000 this year, the same cut it suffered last year and the same cut that is tabbed for 1994/95. Roger Black, faculty association president, said that "while there's a squeeze, it's a plannable squeeze."

The situation is somewhat different than last year when the \$300,000 was clawed back midway through the year. Black said the cuts are being dealt with largely through the replacement of retirees with new professors who often command relatively lower salaries and that he does not expect any repetition of the clawback from a year ago.

(J. Mark Langdon is a Ph.D. student in Political Studies at Queen's University and an instructor at Trent University.)

LIBERTÉ UNIVERSITAIRE

L'évaluation anonyme

Nous profitons de cette chronique pour faire valoir plusieurs arguments, les pour et les contre, ainsi que les positions médianes, dont le comité a discuté, de sorte que, en temps et lieu, lorsque l'ACPPU reviendra sur la question, ces commentaires pourront s'ajouter à la discussion.

Contre l'évaluation à double anonymat

par Richard Hiatt

Lorsque les faits ne correspondent pas à la théorie, qu'est-ce que l'on écarte, les faits ou la théorie? En principe, l'évaluation à double anonymat crée l'égalité des chances d'être publiés. Tous les partis pris personnels, idéologiques, contre le sexe et la race, ou non universitaires de l'évaluateur ne peuvent être un facteur si l'identité et l'établissement d'enseignement de l'auteur ne sont pas révélés. De même, l'anonymat de l'évaluateur favorise l'honnêteté sans avoir à s'inquiéter d'un châtiment possible. C'est ce que l'on prétend. Mais quels sont les faits?

D'abord, la plupart des évaluateurs prétendent connaître l'auteur de l'article même si le nom n'apparaît pas. Après vérification, dans la plupart des cas, ils avaient raison. Deuxièmement, les rédacteurs de revues s'assurent qu'ils prennent les vraies décisions et que l'évaluateur ne joue qu'un rôle consultatif. (On pourrait masquer le nom des rédacteurs aussi, mais ce serait peu pratique.) Enfin, d'après la seule étude sérieuse publiée (R.M. Blank, *American Economic Review*, 81, 1041, (1991)), les deux méthodes d'évaluation, anonyme ou pas, n'influent aucunement sur le taux d'acceptation des auteurs masculins et féminins. De plus, l'étude conclut que les manuscrits non identifiés étaient refusés plus souvent que les textes identifiés, tant pour les auteurs et établissements d'enseignement prestigieux que pour ceux relativement inconnus.

On en conclut que le véritable argument en faveur de l'évaluation anonyme est émotif: les gens n'ont pas de remords ainsi. Il n'y a rien de mal là-dedans, du moment qu'ils ne se fâchent pas trop parce que la méthode ne donne pas les résultats supposés.

Plutôt que de me faire l'avocat du diable, je vais soumettre brièvement un argument en faveur de la méthode opposée du double anonymat que l'on pourrait nommer «l'évaluation à double divulgence». L'ACPPU a toujours eu comme principe, et continue de l'avoir, de prendre des décisions franches avec une ouverture d'esprit. Les administrateurs d'université connaissent trop bien la valeur de l'anonymat et de la confidentialité qui étoffent la dissidence et facilitent leur tâche. À l'instar des rédacteurs de revues, ils prétendent qu'ils ne peuvent recruter d'évaluateurs réputés, sans parler des références honnêtes,

à moins que les sources soient protégées par l'anonymat. Toutefois, nous apprenons peu à peu qu'il n'en est pas nécessairement ainsi. Nous sommes, pour la plupart, habitués à rédiger des lettres de référence pour les étudiants qu'ils peuvent consulter. Il s'agit peut-être de s'habituer à de nouvelles façons de faire. Il faut l'admettre, toutefois, que cela est difficile pour les universitaires.

De plus, par principe, pourquoi faudrait-il protéger les évaluateurs? Nous avons tous lus des comptes rendus faux, délibérément virulents ou simplement bêtes. S'ils n'étaient pas responsables de leurs écrits, les évaluateurs seraient-ils plus prudents pour autant? Est-ce que ce serait une bonne chose? Si un évaluateur est plein de préjugés, il me semble qu'il serait salutaire de connaître son nom. De même, pourquoi nous, les auteurs, devrions-nous demander la protection de l'anonymat comme si nous écrivions des lettres anonymes venimeuses? Ne sommes-nous pas prêts à défendre nos écrits, confiants de la valeur de nos opinions? Si une revue refuse de publier notre texte, essayons-en une autre car il y quelque chose qui ne va pas avec cette revue. Si aucune revue ne l'accepte, hé bien, il y a probablement trop de textes publiés en ce moment de toute façon.

Pour l'évaluation à double anonymat

par James Miller

Les arguments invoqués en faveur de l'évaluation à double anonymat sont l'équité et la protection de la liberté universitaire. Il y a possibilité de contrainte à la liberté de publier des résultats de recherche si des pairs, qui évaluent le texte d'universitaire en vue d'une publication dans une revue savante ou dans un ouvrage, l'étoffent de manière injustifiée. En outre, si les évaluateurs peuvent établir l'identité des auteurs, il est alors plus facile d'exercer de la discrimination contre eux pour des motifs de sexe, d'idéologie, d'affiliation institutionnelle ou pour de nombreux autres facteurs.

C'est pour que la recherche et les publications soient jugées justement et soumises à une évaluation équitable, quoique rigoureuse, que les comités d'examen recourent normalement à l'anonymat. Au Canada, les organismes subventionnaires recourent à l'évaluation à simple anonymat, c'est-à-dire que l'identité des évaluateurs est confidentielle, mais pas celle des candidats. Il en est ainsi parce que les organismes subventionnaires tiennent énormément compte des

L'évaluation à simple anonymat: le revers de la médaille

par Bernice Schrank

Les arguments en faveur de l'anonymat de l'auteur d'un article soumis à une revue savante et ceux favorisant l'anonymat des évaluateurs de l'article en cause ne sont pas symétriques.

En ce qui concerne l'anonymat de l'auteur, on soutient que le fait de ne pas en connaître le nom élimine divers préjugés. Cet objectif est fort souhaitable. Il existe d'ailleurs certaines preuves que cette méthode d'évaluation modifie des formes de parti pris contre le sexe depuis longtemps ancrées dans les comportements. Je souligne, en particulier, l'expérience de la *PMLA*, la revue de la Modern Language Association.

Toutefois, je ne vois rien laissant supposer que la suppression du nom de l'auteur modifie les préjugés idéologiques. De fait, dans de nombreuses disciplines, le conformisme est de rigueur en matière de publication. Ainsi, dans le numéro de mai 1992 de l'*American Economic Review*, 44 économistes de renom d'Amérique du Nord, du Royaume-Uni et d'Europe de l'Ouest, ont fait paraître une annonce intitulée «A Plea for Pluralistic and Rigorous Economics». Ils y ont fait part de leur profonde préoccupation face à la tendance au conformisme, idéologique dans le domaine de l'économie, comme le prouve l'uniformité des opinions dans les revues savantes. Le problème n'est pas l'auteur mais l'opinion exprimée. Selon les 44 économistes, certains points de vue, et non des personnes, sont absents du marché des idées. De toute évidence, l'anonymat du lecteur ne règle pas aussi bien le problème de l'homogénéité idéologique qu'il ne le fait pour les partis pris contre l'autre sexe. Néanmoins, la constatation qu'il existe un meilleur équilibre des

sexes dans certaines revues savantes à cause de l'anonymat de l'auteur est un motif suffisant pour l'appuyer.

Dans le cas de l'anonymat de l'évaluateur, on soutient que l'intégrité du processus est protégée si l'on ne divulgue pas de nom. Les lecteurs ménagent ainsi leurs adversaires. Quel que soit le bien-fondé de l'argument, d'autres problèmes lui font contrepoids, ce qui rend cet aspect de l'évaluation plus problématique que l'anonymat de l'auteur.

En matière de publication universitaire, on signale au moins deux avantages renforcés par la couverture de ne pas exiger d'évaluations signées. Dans diverses disciplines, par exemple, on s'inquiète de plus en plus que le processus d'évaluation permette à l'évaluateur d'avoir accès à des renseignements et des arguments qu'il peut utiliser à son avantage dans la rédaction de ses propres articles ou en demandant des subventions. L'anonymat des évaluateurs encourage le plagiat et le vol de la propriété intellectuelle d'autres auteurs. Il est beaucoup plus facile de surveiller des cas apparents d'emprunts non attribués si les auteurs connaissent le nom des évaluateurs qui ont eu accès à leurs travaux.

La protection de «son territoire» est un autre problème que facilite l'anonymat des évaluateurs. Il ne s'agit plus de s'approprier les travaux d'autrui mais de les critiquer dans le but d'éliminer la concurrence, donc de rehausser le statut des évaluateurs. On peut soutenir que le rédacteur de la revue pourra faire la différence entre des oppositions à un article, qui servent les intérêts de quelqu'un, et des préoccupations universitaires sincères. Bien souvent, il est plus facile pour l'auteur que pour le rédacteur de faire ces distinctions. Après tout,

le rédacteur risque de ne pas être un spécialiste du domaine de l'auteur ou de l'évaluateur, ce qui explique, entre autres, pourquoi le rédacteur a fait appel à ce dernier. Lorsqu'il connaît le nom de l'évaluateur, l'auteur est mieux à même d'apprécier ce qui se passe, en particulier si son texte est refusé, selon lui, pour des motifs fallacieux. De plus, l'auteur sait ainsi à qui il ne veut pas envoyer son texte, une solution proposée aux problèmes des évaluateurs. À moins que l'auteur connaisse le nom de ses évaluateurs, faire une telle demande à un rédacteur de revue savante ne signifie pas nécessairement que l'auteur aura droit à une lecture juste et judicieuse de son texte.

À l'introduction de compte rendus signés dans *The Times Literary Supplement* vers les années 1960, on a opposé énergiquement l'argument voulant que l'anonymat assure davantage de franchise et d'honnêteté de la part de l'évaluateur. Pour les lecteurs du périodique d'avant et d'après cette époque, il ne fait pas de doute que ce changement de politique, peu importe ce qu'il a entraîné, n'a pas donné de compte rendus de mauvaise foi. Sans avoir expérimenté l'autre solution, il est difficile d'accorder beaucoup de poids à l'argument selon lequel un texte signé de son auteur risque de donner des compte rendus n'exprimant pas les convictions de l'évaluateur.

Alors que l'anonymat de l'auteur présente des avantages évidents, du moins dans certaines revues savantes, l'anonymat de l'évaluateur, par contre, offre un avantage hypothétique et plusieurs désavantages qui sont implicites dans ces mots: «manque d'imputabilité». Il semble donc que l'anonymat de l'évaluateur soit moins recommandable que l'anonymat de l'auteur.

dentalité leur permettra d'obtenir de bonnes évaluations de la part des évaluateurs les mieux qualifiés. Quant à l'autre aspect de la confidentialité, la principale raison justifiant la non-divulgation du nom de l'auteur aux évaluateurs est d'éviter que des motifs personnels, idéologiques, reliés au sexe et non universitaires, ne viennent fausser ce qui devrait être des opinions universitaires objectives. Cette méthode est particulièrement importante afin d'assurer l'équité aux jeunes universitaires, aux membres des minorités raciales et sexuelles et aux écrivains dont l'affiliation institutionnelle, ou son absence, risque de les faire baisser dans l'estime des universitaires émérites. L'évaluation à double anonymat crée l'égalité des chances.

Les auteurs qui s'inquiètent des risques de préjugés peuvent prendre des mesures supplémentaires pour se protéger et, de ce fait, améliorer leurs chances de se voir publier. Les universitaires qui soumettent des articles ont le droit légitime de demander que leur texte ne soit pas envoyé à certains spécialistes pour être évalué. Les auteurs dont les articles sont refusés parce que

l'évaluation se fonde sur des préjugés idéologiques ou autres, ou parce qu'elle est simplement stupide et butée, peuvent envoyer une réplique à l'éditeur de la revue savante en cause dans laquelle ils réfutent les critiques et demandent une révision de la décision du comité de lecture. Les rédacteurs de n'importe quelle revue sérieuse tiendront fortement compte d'une réfutation car ils exigeront que certains évaluateurs suspects soient évités.

Des arguments nettement théoriques appuient l'évaluation à double anonymat. Les auteurs peuvent renforcer les tentatives visant à garantir l'équité en prenant des mesures de précaution ou de représailles, ou les deux, au besoin. Il devrait en résulter de meilleures évaluations, de meilleures décisions de la part des comités de lecture et, par le fait même, moins de déception chez les auteurs.

(Bernice Schrank est présidente du Comité de la liberté universitaire et de la permanence de l'Emploi. Richard Hiatt et James Miller sont membres du même comité.)

ACADEMIC FREEDOM

Blind reviewing

We take the opportunity offered by our column in the Bulletin to advance several of the arguments for, against, and running up the middle, that have been discussed in Committee, so that, in the fullness of time, when CAUT revisits this matter, these comments may become part of that discussion.

The case against double-blind reviewing

By Richard Hiatt

When the actual facts don't correspond to the theory, does one throw out the facts or the theory? In principle, double-blind reviewing creates equality of opportunity to get published. Any supposed personal, ideological, gender, race or other non-academic bias of the reviewer cannot be a factor if the identity and institution of the author(s) is not revealed. Likewise anonymity of the reviewer permits honesty without concern for possible retribution. So it is said. What are the facts?

Firstly, most reviewers claim to know who wrote the article even when the names are left off, and in tests have been proved mostly right. Secondly, editors say it is they who make the real decisions and the role of the reviewer is solely advisory. (Now the editors could be blinded but the arrangement would be clumsy.) Finally, in the only serious published study (R.M. Blank, *American Economic Review*, 81, 1041, (1991)), showed that blind vs. non-blind reviewing had no significant effect on the rate of acceptance for men and women authors. Moreover, it was found that unidentified manuscripts had a higher rejection rate than identified ones both for prestigious authors and institutions and relatively unknown ones.

One concludes that the real argument for blind reviewing is emotional: it makes people feel good. Nothing wrong with that as long as they don't get upset when it doesn't work the way it's supposed to.

Rather than being completely negative, I'll make a brief argument in favour of the opposite of double-blind which might be called double-disclosure reviewing.

Open decisions openly arrived at have been and continue to be a tenet of CAUT. University administrators know all too well the value of anonymity and confidentiality. It stifles dissent; it makes things easier on administrators. Administrators, like editors, claim that they can't get reputable reviewers, let alone honest references unless the sources are protected by anonymity. But we are learning that this isn't necessarily true. Most of us are now accustomed to writing references for students to which they have access. Perhaps it's just a matter of getting used to new ways — which, admittedly, comes hard to academics.

Moreover, as a matter of principle, why should reviewers be protected? We have all seen reviews that are wrong, deliberately savage or just plain stupid. Would not having to be responsible for their words make reviewers more careful and would this not be a good thing? If a reviewer is tainted by biases of any sort, it would seem salutary to know who he/she is. Likewise, why should we, the authors, want to be protected by anonymity as if we were writing poison pen letters? Are we not willing to stand by our own words, confident of the value of what we have to say? If the journal rejects, there's something wrong with the journal; try another. If no journal will buy it, well, probably too much gets published these days anyway.

(Bernice Schrank is Chair of the Academic Freedom and Tenure Committee. Richard Hiatt and James Miller are members of the Academic Freedom and Tenure Committee.)

Half and half: the case for single-blind reviewing the other way round

By Bernice Schrank

The arguments advanced for maintaining the anonymity of the author of an article submitted for consideration to a scholarly journal are not symmetrical with the arguments advanced for maintaining the anonymity of the reviewers of that article.

With regard to author anonymity, it is said that not knowing names keeps out a variety of biases. This is a highly desirable goal, and there is some evidence to suggest that this kind of blind reviewing has altered long standing patterns of gender bias. I note, particularly, the experience of *PMLA*, the journal of the Modern Language Association.

I do not, however, see any evidence to suggest that ideological bias is altered by the suppression of the name of the author. Indeed, in many disciplines, the prevailing orthodoxy is *de rigueur* for publication. So, in the May 1992 issue of the *American Economic Review*, there was "A Plea for Pluralistic and Rigorous Economics," an advertisement signed by 44 leading economists from North America, the U.K., and Western Europe in which they signal their profound concern with the drift toward ideological conformity in economics as demonstrated by a near monopoly of one viewpoint in the academic journals. The issue here is not who is writing, but what is being said. Certain views (not persons), according to these 44 leading economists, are absent from the marketplace of ideas. Clearly, the concern about ideological homogeneity is not so well addressed by reader anonymity as is gender bias. Nevertheless, the fact that withholding the name of the author has improved the gender balance in certain journals provides adequate ground for its support.

With regard to reviewer anonymity, it is argued that not knowing the names protects the integrity of the process. It keeps readers from pulling their punches. Whatever the merits of this argument, it is balanced by other concerns that make this aspect of the review process more problematic than the anonymous author.

There are at least two abuses in academic publishing that are furthered by the custom of not requiring signed reviews. In various disciplines, there is a growing concern that the review process allows the reviewer access to information and argument that the reviewer can use to his/her advantage in his/her own articles and grant applications. Plagiarism and the appropriation of the intellectual property of others is fostered by

reviewer anonymity. It is much easier to monitor apparent incidents of unattributed borrowing if authors know the names of reviewers who have had access to their material.

Another problem made easier by reviewer anonymity is "protecting one's turf." Rather than appropriating the work of others, this stratagem finds fault with the work of others to eliminate competition and thereby enhance the status of the reviewer. It may be argued that the editor is able to discern the difference between self-serving objections to an article and genuine academic concerns. These distinctions are frequently easier for the author to recognize than for the editor who, after all, is unlikely to be an expert in either the author's or reviewer's field which is one of the reasons the editor has called upon the reviewer in the first place. Knowing the name of the reviewer allows the author to assess better what is actually going on, particularly when submissions are rejected on what the author regards as spurious grounds. It also provides the author with the information that is one of the suggested "cures" for difficulties with reviewers, that is, the names of the persons to whom the author does not wish his/her submission to be sent. Unless the author knows the name(s) of his/her reviewer(s), making such a request to an editor need not have the desirable effect of providing a fair and judicious reading of the author's submission.

The argument that anonymity makes candour and honesty by the reviewer more likely was strenuously advanced in opposition to the introduction of signed reviews in *The Times Literary Supplement* some time in the late 1960s. For those who have read that periodical before and after, it is clear that whatever that policy change entailed, it did not produce mealy-mouthed reviews. Without the experience of the alternative, it is hard to give too much weight to the argument that signing one's name to what one has written is likely to produce reviews that do not express the convictions of the reviewer.

While author anonymity has clear benefits, at least in some journals, reviewer anonymity has a hypothetical benefit and several drawbacks which can be subsumed under the rubric "lack of accountability." There thus appears to be much less to recommend reviewer anonymity than author anonymity.

The case for double-blind reviewing

By James Miller

Equity and protection of academic freedom are the arguments for double-blind reviewing. The freedom to publish the results of research is potentially constrained if a scholar's writings can be stifled unjustifiably by the peers who review it for journals or presses. And if assessors can determine authors' identities, it is easier to discriminate against the creators of the work on grounds of gender, ideology, institutional affiliation, or any of a large number of other factors.

It is to ensure that scholarly research and publications are fairly adjudicated and subjected to even, though rigorous, assessment that evaluative bodies of all kinds normally employ anonymous reviewing. Granting agencies in Canada use single-blind reviewing, in which the identities of assessors, but not applicants, are confidential. The reason for this is that granting agencies weigh applicants "track records" heavily in the evaluation process. Obviously, it is impossible for assessors to judge applicants' past accomplishments without knowing who the applicants are.

In the evaluation of articles by scholarly journals the other, more thoroughly anonymous type of reviewing is increasingly employed. (Because it is virtually impossible to obscure the identity of the author of a monograph manuscript, scholarly presses do not treat potential books in the same way.) In the double-blind system, the identities of both authors and assessors are kept secret from everyone but those making the editorial decision. In other words, in double-blind reviewing, an author's name is kept from the assessor, and the assessor's identity is not divulged to the author of the submission.

The arguments for this system are clear and simple. The assessor's identity must be kept confidential in order to secure the services of the best qualified evaluator, and to ensure that the assessor will be candid in evaluating the submission. Journal editors, like granting agencies, have learned that only the assurance of confidentiality will enable them to get good evaluations from the most qualified assessors. So far as the other aspect of confidentiality is concerned, the principal reason for keeping the author's name from assessors is to ensure that personal, ideological, gender, and other non-academic factors do not distort what should be dispassionate academic judgments. This system is particularly important to ensure fairness to junior scholars, to members of racial and gender minorities, and to writers whose institutional affiliation (lack thereof) might lower them in the esteem of established scholars. Double-blind reviewing creates equality of opportunity.

Authors who are concerned about the potential for bias can take further steps to protect themselves and enhance their chances of getting their work published. Scholars who submit articles are within their rights to ask that the submissions not be sent to particular experts for evaluation. Authors who receive rejections based on evaluations that are ideologically biased, or prejudiced in some other fashion, or just plain stupid and wrong-headed, can send a rejoinder to the journal editor refuting the criticisms and asking for a reconsideration of the editorial decision. The editors of any serious journal will give such a rebuttal serious consideration, as they will requests to avoid certain suspect referees.

Double-blind reviewing has strong theoretical arguments in its favour. Authors can reinforce the system's attempts to ensure fairness by taking precautionary and/or retaliatory measures where necessary. The result should be better evaluations, better editorial decisions, and somewhat less chagrined authors.

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STATUS OF WOMEN

Employment equity in hard times: A checklist for faculty associations

Women and men from historically disadvantaged groups are making some progress toward employment equity in the academy. Faculty associations should be vigilant to ensure that hard financial times do not undercut this progress.

This column provides a checklist of areas in which financial problems may have a disproportionate impact on people from nontraditional backgrounds. Faculty associations should gather data that allow them to identify financial policies that have a differential impact on equity target groups.

The following two tables provide an example of such data using figures from the Dalhousie University Faculty Association (DFA) bargaining unit. (Data on other equity groups are less readily available.) The tables probably underestimate the number of women on limited term contracts, since the DFA bargaining unit does not include sessionals who teach less than 50 per cent of a full load. For the DFA Bargaining Unit (Excluding Librarians and Counsellors), 68.7% of all faculty are male, and 31.3% of all faculty are female. It is helpful to examine and compare the distribution of these men and women with respect to their employment status and vulnerability to nonrenewal under conditions of financial constraint.

Status	Male Faculty (%)	Female Faculty (%)
Tenured	85.4	56.5
Probationary Tenure		
Track & Tenure Track	8.5	24.4
Limited Term Contract	6.1	19.1
Members Vulnerable		
Under Financial Constraint*	10	35.4

*Probationary Tenure Track and Limited Term Members

Faculty or School	Females Tenured (%)	Females Protected under Financial Constraint (%)	Females as per cent of Faculty
Dental Hygiene*	100	100	100
Management	62.5	75	15.7
Science	61	74	14.9
Health Professions	61	69	69.4
Education	60	60	52.6
Arts & Soc Sci	50	59	31.9
Medicine**	50	57	17.7
Law	35.7	42.7	38.9

*Dentists Excluded from Bargaining Unit

**Clinical Medical Faculty Excluded from Bargaining Unit

In some units, equity issues will arise because women are substantially underrepresented in the unit and financial constraints serve as a barrier to new hiring (e.g. Management, Science and Medicine).

Other units may be targeted for vertical cuts if administrators with stereotypical notions believe academic units composed primarily of women (e.g. Librarians, Counsellors, Dental Hygiene, Nursing, Social Work) or that serve a female or minority student clientele (e.g. Theatre at Dalhousie, Dance at Waterloo, Education, Women's Studies, Black Studies) are of low status and can be cut with impunity.

Women also are found in disproportionate numbers in lower ranks which are the first victims of cutback strategies. If a university decides to replace tenure-stream positions with sessional jobs, women and other members of disadvantaged groups may find only limited term contracts available to them.

If, on the other hand, the university decides to economize by reducing the number of sessionals, this will also have a disproportionate impact upon women who have already been streamed into sessional jobs.

Moreover, at Dalhousie, the financial constraints clause permits non-renewal of contracts of limited term and probationary (first stage) tenure track people at a time when tenured and tenure track (second stage) people are still protected.

Dispensing with seniority protection would not be a good solution to this problem, however, because at Dalhousie University the majority of women in all faculties or schools other than the law school are tenured.

A final issue is whether the affirmative action provisions that apply to hiring also apply to the "dehiring" that results from cutbacks. Check your collective agreement on this point. If the criteria for hiring and dehiring are different, the financial crisis in the universities could be used as an excuse to undercut all progress that women and minorities have made in the past decade.

(Jennifer Bankier is a member of the CAUT Status of Women Committee and President-Elect of the Dalhousie Faculty Association.)



Jennifer Bankier

STATUT DE LA FEMME

L'équité en matière d'emploi en période de compressions budgétaires

Les femmes et les hommes des groupes historiquement défavorisés marquent des points en ce qui concerne l'équité en matière d'emploi à l'université. Les associations de professeurs devraient veiller à ce que la situation économique actuelle ne réduise pas la valeur des progrès accomplis.

La présente chronique donne les domaines où les difficultés économiques risquent d'avoir des répercussions démesurées sur les membres des groupes non traditionnels. Les associations de professeurs devraient recueillir des données qui permettront d'identifier les politiques financières ayant des conséquences différentes sur les groupes visés par l'équité.

Les deux tableaux ci-dessous illustrent ce genre de données à l'aide de celles provenant de l'unité de négociation de la Dalhousie University Faculty Association (DFA). (Les données sur d'autres groupes visés par l'équité sont moins facilement disponibles.) Il est possible que les données sous-estiment le nombre de femmes contractuelles puisque l'unité de négociation de la DFA ne comprend pas les chargés de cours dont la charge d'enseignement est inférieure à la moitié d'une charge complète. Pour l'unité de négociation de la DFA (excluant les bibliothécaires et les conseillères), 68.7 % de l'ensemble des professeurs sont des hommes et 31.3 % sont des femmes. Un examen et une comparaison de la répartition des hommes et des femmes quant au statut de leur emploi et à leur vulnérabilité face à des contraintes budgétaires sont utiles.

Statut	Professeurs (%)	Professeures (%)
Permanents	85,4	56,5
Menant à la permanence à l'essai & menant à la permanence	8,5	24,4
Contractuels	6,1	19,1
Vulnérable en vertu d'une clause de restrictions financières*	10	35,4

*Menant à la permanence à l'essai et contractuels

Faculté ou école	Femmes permanentes (%)	Femmes protégées en vertu de restrictions financières (%)	Femmes en % des professeurs
Hygiène dentaire*	100	100	100
Gestion	62,5	75	15,7
Sciences	61	74	14,9
Santé	61	69	69,4
Éducation	60	60	52,6
Arts et sc. soc.	50	59	31,9
Médecine**	50	57	17,7
Droit	35,7	42,7	38,9

*Les dentistes sont exclus de l'unité de négociation

**Les professeurs de médecine clinique sont exclus de l'unité de négociation.

Dans certaines unités, les questions d'équité seront soulevées parce que les femmes y sont considérablement sous-représentées. Les restrictions budgétaires sont des obstacles au recrutement de nouveaux employés et de nouvelles employées, entre autres en gestion, en sciences et en médecine.

D'autres unités peuvent être visées par des compressions structurelles si des administrateurs aux idées stéréotypées estiment que les unités d'enseignement composées principalement de femmes, notamment les unités de bibliothéconomie, de conseillères et de conseillères, d'hygiène dentaire, de sciences infirmières, de travail social, ou qui servent une clientèle étudiante minoritaire ou féminine, comme le théâtre à l'université Dalhousie, la danse à l'université Waterloo, l'éducation, les études de la femme, les études sur les Noirs, sont de statut inférieur et peuvent être éliminées impunément.

On compte également des femmes en nombre disproportionné dans les rangs inférieurs et elles sont les premières victimes des compressions budgétaires. Si une université décide de remplacer des postes permanents par des postes de chargés de cours, il se peut que les femmes et les membres des groupes désavantagés n'aient pas le choix d'occuper autre chose que des postes contractuels.

Pар ailleurs, si l'université décide de faire des économies en réduisant le nombre de chargés de cours, les femmes en souffriront démesurément, car elles sont déjà confinées aux emplois contractuels.

De plus, à l'Université Dalhousie par exemple, une clause de restrictions budgétaires permet le non-renouvellement des contrats des professeurs contractuels et occupant un poste menant à la permanence à l'essai (première étape) alors que les professeurs permanents ou occupant un poste menant à la permanence (deuxième étape) sont encore protégés.

Se passer de la protection de l'ancienneté ne serait pas une bonne solution au problème cependant, parce que la majorité des femmes oeuvrant dans les facultés ou les écoles de l'Université Dalhousie autres que l'école de droit ont la permanence.

Enfin, il importe de se demander si les dispositions de l'action positive qui s'appliquent à l'embauchage s'appliquent aussi au «désembouchage» découlant des compressions. Vérifiez votre convention collective sur ce sujet. Si les critères d'embauchage et de «désembouchage» sont différents, la crise financière des universités pourrait servir de prétexte pour réduire la valeur de tous les progrès que les femmes et les minorités ont accomplis depuis dix ans.

(Jennifer Bankier est membre du Comité du statut de la femme et présidente de la Dalhousie Faculty Association.)

CAUT moves into its own new building

Staff welcome move to bright new quarters after three years of planning and construction

The idea of CAUT owning its own building instead of leasing office space was introduced to the Executive Committee in June 1991 by Gordon Piché, the Associate Executive Director of CAUT. The concept was not a new one. In fact in 1985 Council had accepted a recommendation to pursue building ownership, but the decision had subsequently been reversed for financial reasons related to the cost of the mandatory retirement court challenge.

Following the meeting in June 1991, the Executive Committee referred the recommendation to the CAUT Council, which in turn, established an ad hoc committee on office accommodation to prepare a feasibility study, outline the alternatives and put forward a recommendation for action.

The ad hoc committee was comprised of Helen Holmes (Calgary), who also acted as chair, Tony Costanzo (Concordia), Luis Lobo (Memorial) and the CAUT Treasurer, David Balzarini (UBC). It also included staff representatives, Rosalind Riserborough, Penny Plamondon and Howard Snow.

The committee presented its report to the September 1992 Council and outlined several options for consideration including a renewal of the present lease at 294 Albert Street, leasing office space elsewhere, purchase of an existing building and renovating, or designing and constructing a building.

In its report, the committee concluded that renewing the existing lease was not feasible. The office space was deemed to be inadequate for the association's needs; far too crowded, with poor ventilation. It was estimated the cost for renewal of the lease at the current location would have been \$125,000 per annum.

Leasing in a new location was given serious consideration in the report. Real estate agents that were consulted concluded that the minimum cost to lease in an "A" class building in Ottawa would be approximately \$25 per square foot or \$200,000 per year for 8,000 square feet of space.

A third option, that of purchasing or constructing a building, was ultimately approved by Council without dissent. After careful study and financial projections, the committee determined that it would cost approximately \$165,000 per year to own a 10,000 square foot building, including mortgage payments and operational expenses at a purchase price in the range of \$1.2 million to \$1.5 million.

I concluded that the advantages of ownership, particularly the stability it would provide the association and the equity that would result, were compelling reasons to pursue this course of action as opposed to leasing.

Immediately following Council's go ahead, a search was started to find an existing building. It soon became evident that buildings of approximately 8,500 to 10,000 square feet were rare.

One building, owned by Petro-Canada, did come on the market in January 1993 at a reasonable price and was pursued. However, a consultant's report revealed that the building was not structurally sound and so the offer to purchase was rescinded.

Having exhausted all the options with respect to finding an existing building, focus was redirected to finding suitable vacant land to construct a new building.

The Executive had already selected architect Peter Williams to design a building at its meeting in December 1992 and had authorized placing an offer on land on Queensview Drive in the west-end of Ottawa, should no existing building be found.

The offer was made and the 30,000 square foot parcel of land at 2675 Queensview Drive was purchased in March 1993, with a closing date at the end of May. In moving out of the downtown core, and into its own building, CAUT joins a number of unions and associations such as PIPS, the CLC and the CMA who have chosen this option.

Once the land purchase had been finalized, attention was directed toward initial design of

the building. The architect met numerous times with a staff committee comprised of Gordon Piché, Penny Plamondon and Deborah Belsher to determine the office layout and design.

A site plan was approved by the City of Ottawa in June 1993, a building permit was issued in August and construction began in September with a six-month schedule targeting completion by the end of February 1994. The landscaping and parking lot surrounding the building will not be completed until early summer.

The building itself is approximately 9,400 square feet on two floors. There is also a fully functional basement of another 4,700 square feet that will be used for both archival purposes and as a library/resource centre.

The final building cost will be approximately \$1.425 million. To initially finance the project, CAUT received loans from the Association of University of New Brunswick Teachers, The University of Calgary Faculty Association, the Concordia University Faculty Association and the Saint Mary's University Faculty Union.

CAUT has also invested some of its funds, with the remaining amount to be mortgaged through a commercial lender. At the time of writing mortgage rates are at their lowest level in decades and it is expected a very favourable rate can be achieved.

Helen Holmes, in her report to the February Council on the project stated, "There is one piece of good news to report amidst all the bad news facing CAUT. The building is beautiful, it's on time, and it's on budget." Council demonstrated its appreciation by a round of applause.

CAUT/ACPPU, 2675, promenade Queensview Drive, Ottawa, ON K2B 8K2; Telephone/téléphone : (613) 820-2270; Fax/télécopieur : (613) 820-7244; Bulletin Fax/télécopieur : (613) 820-2417.



Performance Indicators — panacea or Pandora's box?

Kerry Badgley

CAUT has joined with its counterpart organizations in Australia and Britain to study and report on the use of performance indicators and related management techniques by universities.

In Canada there has been a rapid increase by governments and governments in considering the use of such tools. Stuart Smith recommended some in his report on universities and they were discussed in the Broadhurst Report in Ontario.

The AUCC held a conference on the subject in the fall and the Council of Ontario Universities has a committee studying performance indicators. Various universities have decided to use them to help decide what programs should be closed.

Internationally the OECD, which links governments and university managers in the industrialized world, is the centre for the discussion of such ideas. In Britain the vice-chancellors and the governments have been wrestling with the use and abuse of indicators for a number of years.

Is this simply the latest management trend or does it mean something and, if so, what? Some university administrations latched on to ideas like Total Quality Management only to see *The Financial Post* announce in February that "Total quality is now totally out" and dismiss TQM as an ineffective fad.

Various governments, on the other hand, have said or implied that unless universities effectively measure what they are doing and whether they are doing it well, they will be sceptical about funding

demands. This pressure will inevitably increase as the provinces continue to be cash-strapped. Recently, the auditor general for Alberta chastised universities for the lack of benchmarks to measure performance.

Some members of the academic community applaud the drive to devise performance indicators for Canadian universities. An article in *University Affairs* (February 1994) summarized an AUCC-sponsored symposium on the topic in Winnipeg last autumn.

At the symposium University of Alberta President Paul Davenport argued that if used properly, benchmarks would not take decision-making out of the hands of the university community but would actually strengthen university autonomy because they would need to be developed internally.

Other participants observed that performance indicators are often used in business and that such measurements can provide valuable information for a university respecting what is working and what is not.

During the symposium suggestions were made as to how to gauge performance such as counting the number of patents, spin-off companies, new products, jobs, etc. that are created through research. The number of contracts or the number of university faculty on granting council committees could also be measured.

Other suggestions were advanced, and although it was admitted that certain aspects of university life are difficult to quantify (the impact of universities on society, the extent to which learning is obtained from the library as well as from instruction, etc.),

the overall message was clear: there is increasing pressure on universities to measure performance.

There are problems associated with developing performance indicators for Canadian universities. How much time will faculty have to spend quantifying their work? Will completing such exercises diminish the amount of time academics have for research and teaching? Who will fund this work?

Another problem to be addressed is whether performance indicators will be tied to funding and whether or not this will mean that rich universities will get richer while those universities that might possibly improve with additional funding will get poorer. Participants at the AUCC conference were almost unanimous in their opposition to indicators being used in this way.

In addition, if benchmarks, targets and goals are set for departments, will they simply work towards meeting them, thereby creating a "compliance culture" rather than an intellectual one? If passing rates are used to determine the performance of a department, for example, will there be a tendency merely to pass more students regardless of their efforts or academic abilities? Many critics argue that this is what has happened in the primary and secondary school systems.

Developing meaningful criteria appears to be the most serious problem. There are aspects of the university that simply cannot be quantified to produce meaningful statistics. In arts faculties, for example, can the amounts of research

grants received be used as an indicator of performance, given that some fields tend to attract grants while others do not?

The rate of completion of undergraduates was suggested by the Smith Commission to be a good indicator of how a university is performing. But if this is used then a host of problems arise. Such criteria assumes that all undergraduates are single men and women between the ages of 18 and 21. Clearly, this is not the case. Many undergraduates now have to work long hours in part-time work because of financial pressures, and some are single parents whose family responsibilities make it impossible to study full-time.

In addition, if a university attempts to encourage higher education within a previously under-represented community, it is likely that the completion periods for the first few years will be longer. In short, such indicators contain a political bias.

Statistics can often be interpreted in completely opposite ways. A high faculty/student ratio might mean to administrators and politicians that the university is educating students efficiently. For faculty and students, however, such a ratio might mean that students were receiving mediocre instruction in over-crowded classes.

In fact, some believe the discussion of the need for performance indicators is a veiled attempt on the part of university administrators to "process" more students with fewer professors working longer hours for less pay.

As was noted in a recent abstract in *Higher Education Management* (July 1992):

"Productivity measures are linked to financial data to produce management ratios for academic activity, as an account is given of equivalent measures for administration. The resulting data sets make it possible to identify areas for program and staff reduction."

Few would argue that assessments of the performance of universities should not be undertaken. In fact, many would applaud such action in the spirit of accountability on the part of universities in society. Accountability, however, should not be confused with benchmarks or total quality.

The Independent Study Group on University Governance (ISGUG) commissioned by CAUT concluded that universities should be accountable to governments and to the public, but not in the simplistic manner suggested by the Smith Commission. ISGUG stressed that developing satisfactory criteria would take considerable time and effort.

As was pointed out in the Broadhurst Report, performance indicators are "highly institution specific. Even when used comparatively, they depend on a very careful determination of peer institutions that share similar objectives."

Moreover, effective indicators can only be developed through negotiations between administrations and faculties and, when developed, they will have to apply not only to faculty, but also to university administrators.

(Kerry Badgley is a doctoral candidate in the History Department at Carleton University.)

Les Libéraux maintiennent

suite de la page 1

L'aide financière aux étudiants autochtones et de rétablir la Commission de réforme du droit et le Programme de contestations judiciaires.»

L'ACPPU se dit toutefois déçu que le budget fédéral prévoit le maintien des réductions des paiements de transfert aux universités annoncées par le gouvernement précédent.

«Ces coupures menacent l'infrastructure pour la recherche fondamentale au Canada», a déclaré le professeur Andrews. «De plus, les universités pourront de moins en moins offrir une formation de qualité à laquelle les Canadiens et Canadiennes avaient droit avant les années 1980.»

Pendant la campagne électorale, les Libéraux ont promis de stabiliser les paiements de transfert fédéraux pour l'enseignement postsecondaire en vertu du Financement des programmes établis (FPE). Ils ont laissé croire qu'ils feraient plus que simplement maintenir le gel des crédits pour le FPE amorcé par les Conservateurs, a poursuivi M. Andrews.

Le budget propose une réforme du système des transferts aux provinces pour le volet de l'enseignement postsecondaire dans le cadre du Financement des programmes établis. M. Martin a déclaré dans son discours que les transferts «ne devront pas être plus élevés après la réforme [en 1995] qu'ils ne le sont maintenant». Il en

résultera donc une réduction des paiements de transferts au titre de l'enseignement postsecondaire de 1995-1996 à 1996-1997.

Cette mesure signifie une baisse de plus de 3 000 \$ par étudiant par année des crédits fédéraux entre 1980 et 1995, l'année visée pour la réforme. (Voir le graphique ci-contre).

M. Andrews a également fait remarquer que le budget libéral maintient la politique des Conservateurs de limiter les dépenses en recherche fondamentale. M. Martin a déclaré que «[...] les conseils et organismes qui financent la recherche universitaire dans les sciences, l'ingénierie, la médecine et les sciences sociales, ne sont pas touchés par les réductions des dépenses prévues dans ce budget, en raison de l'importance prioritaire que nous attachons à la recherche-développement.»

Comment peut-on s'engager envers la R et D et s'en remettre à elle pour relancer notre économie sans aucune hausse en perspective. Tout cela est discutable. En particulier lorsque l'inflation est supérieure à zéro!

L'ACPPU regrette fortement la décision du ministre de la Défense, David Collenette, de fermer deux des universités nationales du Canada, soit le Royal Roads Military College de Victoria et le Collège militaire royal de St-Jean. Cette mesure budgétaire contredit les déclarations du ministre des Finances qui a mis l'accent sur

l'importance de la formation et l'éducation.

«D'après des études internes de la Défense nationale, les collèges militaires offrent une formation universitaire qui est à la fois rentable et de qualité supérieure», a ajouté M. Andrews. «Les collèges militaires accomplissent cette mission alors que les Forces armées ont besoin d'un corps d'officiers intelligents, hautement compétents et sensibles. Aucun de ces collèges ne devrait fermer.»

Deux autres mesures budgétaires intéressent les membres de l'ACPPU. Dans le cas de nos membres à la retraite, le crédit en raison de l'âge accordé aux personnes de 65 ans et plus sera ajusté en fonction du revenu. Ainsi, pour les personnes dont les revenus de retraite dépassent les 50 000 \$, l'exonération sera diminuée de moitié en 1994, ce qui se traduira par un coût supplémentaire de 492 \$. L'exonération sera éliminée l'année prochaine, ce qui représentera un coût aux fins de l'impôt d'environ 1000 \$.

De plus, à compter de juin 1994, l'exonération fiscale des primes relatives à la première tranche de 25 000 \$ de protection, dans les régimes d'assurance-vie fournis par les employeurs, est éliminée. Cette mesure se traduira pas un coût supplémentaire de 30 \$ et 50 \$ par année en impôt fédéral et provincial.

En réplique au discours du budget, le critique du Bloc

québécois en matière de Finances, Yvan Loubier, a déclaré que les mesures fiscales du ministre des Finances mettaient «une camisole de force au ministre des Ressources humaines» alors que ce dernier s'apprête à repenser les programmes sociaux du Canada. Il a également fait remarquer que le budget s'inscrivait dans la ligne des politiques constamment appliquées tant par les Libéraux que par les Conservateurs, à savoir la réduction de l'impôt sur le revenu des sociétés et le transfert du fardeau aux particuliers.

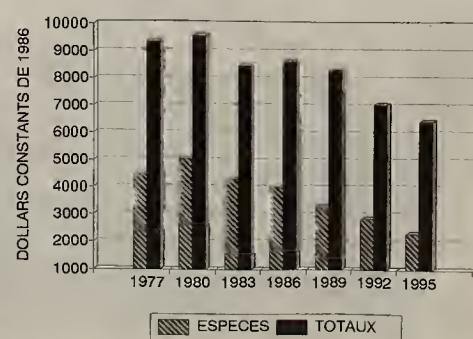
M. Andrews a souligné l'écart entre les objectifs énoncés dans

le budget et les maigres moyens proposés pour les réaliser:

«Comment peut-on à la fois augmenter la recherche et l'innovation et fournir une main-d'œuvre instruite tout en diminuant les subventions aux universités qui sont essentielles à la réalisation de ce dessin? Les Libéraux affirment qu'ils sont affligés par le cynisme de la population face à la chose politique. Il est toutefois difficile de s'imaginer comment le budget pourra faire mieux que d'intensifier ce cynisme.»

(Fred Wilson est président sortant de l'ACPPU.)

TRANSFERTS FPE TOTAUX ET EN ESPÈCES POUR L'EPS PAR ÉTUDIANT EPT EN \$ CONST.



Is quality assessment out of control?

By Stephen Court

Over the past 12 months, dozens of departments in UK universities have been graded by the higher education funding councils in the first wave of teaching quality assessments. AUT research officer, Stephen Court, investigates.

One of the earliest departments to be scrutinised for teaching quality was the department of chemistry at the University of Exeter. During last summer term, four assessors from the Higher Education Funding Council for England (HEFCE) spent three days in the department. They visited lectures, analysed the curriculum, checked-up on staff appraisal, and on conditions in the laboratories. Their report mixed bouquet — 'there is good rapport between staff and students' — with brickbat — 'presentations appear not to stimulate or challenge the students greatly'. It made half-a-dozen recommendations. In the end, though, their verdict on the department came down to one word: 'satisfactory'. In common with the eight other chemistry departments assessed at the same time, Exeter failed to achieve an 'excellent' grade, which was the self-assessment made by the department before the visit (the three grades used by the funding council are excellent, satisfactory and unsatisfactory).

Acting head of department, Anthony Legon, professor of physical chemistry, told *AUT Bulletin*: 'We were disappointed with the result. We felt that by being in the first batch of assessments, we were going to suffer because there was no yardstick. Next time we are absolutely determined to get an excellent — and we shall.' He added that most of the recommendations in the report — such as improving teaching in 'transferable skills' — are being incorporated into the department's new degree course.

Legal challenge

While Exeter's chemists are taking their lukewarm verdict on the chin, at least 19 university departments are appealing to HEFCE against their assessments, and there is talk of a legal challenge to the system. The departments say that different teams of assessors had differing ideas about what constituted excellence and there is particular criticism where the funding council has downgraded claims for

excellence without visiting the university concerned.

AUT assistant general secretary, Paul Cottrell, says the system has a number of flaws. 'The present policy is based on a funding system which punishes by reducing or withdrawing funding rather than encouraging and supporting improvement. It is characterised by a lack of clarity with respect to comparative standards. It involves a great deal of preparatory work for already overburdened teaching and administrative staff.' Critics have also questioned how far statistical indicators can be used to determine the quality of the process of teaching, and there is growing pressure for the views of students to be taken into account in assessments.

Alun Thomas, the head of quality assessment at HEFCE until last November, strongly defends the system: 'The assessment has gone extremely well. A lot of the heat of the debate has gone out since we conducted the assessments for real.' Mr. Thomas told *AUT Bulletin* that the methodology was 'rock solid' in legal terms.

By the end of 1993, teams of assessors had made approximately 130 visits to institutions teaching chemistry, law, history and mechanical engineering. Between now and September 1994 there will be assessment of applied social work, computer studies/science, business and management studies and architecture. The full programme of assessments will be completed by 1998 at the latest, and will start affecting funding in the 1994-95 academic year. Institutions judged to be excellent will, according to HEFCE, 'be given an advantage in the competition for the allocation of new funded numbers'. The 'unsatisfactory' will start losing additional funding, or even have their funded student numbers withdrawn.

Despite Mr. Thomas's confidence in his system, HEFCE sent out a consultation document in October 1993 to institutions it funds, asking for views on the most appropriate subject grouping for assessment, the implication being that the current methodology is not best suited to assessing modular degrees.

Alternative methods

The Scottish Higher Education Funding Council (SHEFC) carried out the first assessment of teaching quality in Britain. Its results, published last June,

showed that three institutions were rated excellent in electrical and electronic engineering, and four were rated excellent in economics. Each 'excellent' institution will receive a 5% increase in funded student places, worth £200,000, in the current academic year. The Scottish funding council, as is the Welsh, is visiting all institutions not just those which make a claim of excellent, which is the policy in England. In addition, Scotland is planning to use four grades: excellent, highly satisfactory, satisfactory, and unsatisfactory. Critics of the English system say that four grades, rather than three, would be more meaningful.

The Higher Education Funding Council for Wales is currently running its teaching assessment programme in tandem with the English council. Assessment of chemistry, history, law, and mechanical engineering, started in October 1993 and the results are expected soon. Already some differences between the English and Welsh systems are emerging. For example, the Welsh do not invite departments to make a claim of excellence; they will publish results only once an entire batch of assessments is completed. The council is also looking at the possibility of using a more finely differentiated system of 'profiles' as an alternative to the present grade system. Mike Laugherne, head of the Welsh Quality Assessment Division, told *AUT Bulletin*: 'Profiling is a much more significant attempt to develop quality than a three-point grading scale.'

The quality industry

The assessment of teaching is just one of the ways in which the government, the funding councils, and the Committee of Vice-Chancellors and Principals (CVCP) are seeking to apply the notion of quality to higher education.

Assessment of the quality of research at universities to determine annual research grants has been carried out by the funding bodies since 1985. So far, there have been three exercises, and the most recent, in 1992, cost £13.5 million, of which £12.5 million was provided by the institutions taking part.

In addition, the universities' Higher Education Quality Council (HEQC) was established in May 1992 to improve quality and accountability in higher education in the UK. Its quality audit division visits universities to scrutinise

standards in degree courses, and its quality enhancement division 'helps institutions to maintain and enhance the quality of their educational provision.'

On top of that, there is the government's own quality drive, expressed in last year's Charter for Higher Education, which promises students information, efficiency, and equal opportunities from their university, as well access to HEQC audits.

It is not surprising that these overlapping and somewhat confusing layers of the fast-growing quality assurance industry — not forgetting the professional accreditation bodies, external examiners, quality study centres, etc — have created resentment among university staff, who, however much they welcome increased accountability, are facing an added burden of bureaucracy and expenditure.

Nor is it surprising that in the recent debate on quality assurance in *The Higher*, Sir Malcolm Frazer, the former chief executive of HEQC, proposed a single autonomous quality council, in place of the funding councils' quality assessment divisions and HEQC. Now the CVCP itself has announced that it is to look into ways of making the system more effective and economical.

AUT is working towards a policy framework on quality, which includes:

- a clearer definition of quality
- quality assessors with relevant and successful teaching experience in the appropriate subject area
- opportunities for all teaching staff to enhance their skills
- improved pay and non-staff resources
- a limit on staff/student ratios
- sufficient time for staff to give pastoral care to students
- sufficient time for scholarship and research by teaching staff
- reduced 'quality bureaucracy'
- integration of the audit and assessment processes.

Perhaps if these and other proposals are adopted, then academic staff will be able to get back to basics. As a chemist at Exeter commented: 'There are two functions in the department: teaching and research. All the things that distract from excellence should be resisted.'

(Reprinted with permission from the *AUT Bulletin* January 1994)

Making sense of quality assessment

By Joanna de Groot

Have you had your teaching quality assessed yet? The quality assessment team visited the department of history at the University of York late last year. Joanna de Groot, lecturer in the department, describes her first-hand experience of being assessed.

Before the process started, knee-jerk reactions in my department ranged from the defensive 'I can't see how they will do it properly' and paranoid speculation about hidden agendas, to an exuberant desire to prove our worth. Drafting our 'bid' for excellence seemed rather like writing a job application and raised similar questions — are we overselling/underselling ourselves? What about the work we do on xyz? How can we shape our descriptions of how we operate to the required format?

The experience of the assessors' visit combined

elements of an examination, a stage performance, and a job interview. Between the two came the task of compiling and assembling vast amounts of documentation, both a sizeable job in itself and an intellectual exercise in presenting the material in appropriate and comprehensible forms. Suddenly each word of a course description or band-out had to be evaluated causing swings from anxiety that the materials would fail to meet some requirement one had not quite imagined, to telling oneself that surely if they made sense to colleagues and students, the same would go for the assessors.

The actual visit was an intense experience, even when I was not myself directly under scrutiny. We all made noticeable efforts with our dress and kept giving each other supportive smiles and nods in corridors. Seriously though, the extended

interviews and the observation of teaching activity were interesting, draining, complex...

Identified three distinct — not always compatible — influences on the assessors' work. There was a thorough, sometimes stultifying following through of prescribed issues and questions, regardless of context; there was a strong awareness of possible resistance and suspicion on the part of assesses; and, very positively from the assessees' point of view, there was considerable and genuine interest from our assessors, as colleagues, in the whys and wherefores of our work, accompanied by a desire to identify, praise and disseminate good practice and innovation. Certainly the assessors worked long and hard to brief themselves, to observe large amounts of teaching, and to conduct very thorough interviews on specific issues across the range of teaching

and learning activities.

And there is the point. Quality assessment, however challenging, should be an informative and helpful form of peer review and professional accountability. Certainly I saw how that can be so. The problem is with the system into which the process is inserted, which lacks clarity or confidence. The pressures to meet administratively-defined norms and to 'grade' rather than to evaluate, not to mention the looming issue of targeted funding (which is aimed at after-the-event reward/penalty rather than enabling improvement), clash with the developmental and professional objectives of assessment. There is little debate or information about how to establish commonly understood/accepted benchmarks of 'excellence' without creating straitjackets. Conversations with historians in other departments suggest very uneven patterns in the conduct

of visits and in the approaches of assessors, which may evidence a welcome commitment to diversity but also raises questions about equity.

At the end of the three-day marathon we felt tired, keyed-up, and also stretched in both positive and negative ways. My own view was that there is much to respond to and think about, rather than necessarily to fear or resent. However, with so little sense of the safeguards, goals, or general practice of assessment, it is too soon to accept it with confidence. Such confidence would be enhanced if as professionals, employees, and teachers, more of us had the opportunity to discuss, comment and improve the system, so that it serves beneficial rather than deleterious ends.

(Reprinted with permission from the *AUT Bulletin*, January 1994)



NEWS FROM QUEBEC

Quebec's university fee hike limited to rate of inflation

The increase in university fees for 1994-1995 will be limited to the rate of inflation, despite previous plans to the contrary.

Fees will increase by an average of \$31 over two semesters. But the government hasn't changed its mind about gradually raising Quebec fees until they are on a par with those in the rest of Canada.

Education Minister Lucienne Robillard (Lucienne Robillard has recently been named Minister of Health) managed to convince the government to keep the increase to 1.9 per cent, the same figure as in 1993/1994. Her reasoning: "In the current climate, there is too much uncertainty to take such an important step."

Mrs. Robillard gave two reasons for her cautionary stance — the current economy and, more importantly, the decrease in the number of part-time students.

Last autumn, while the number of full-time students rose by two per cent, there was a corresponding decrease of 3.2 per cent among part-timers. As no explanation has been found for the latter figure, the minister decided to spend the next few months studying the situation.

The announcement of the increase elicited a mixed response. Students were fairly positive while university administrators were disappointed.

Serge Charlebois, spokesperson for the Organisation nationale universitaire (ONU), which represents most Quebec university students, told *Le Devoir*: "We don't accept the increase but we can live with it." The ONU and the student movement in general will continue their campaign to convince the government that there are other ways to address universities' financial problems.

With the latest fee increase, the Conférence des recteurs et des principaux des universités du Québec (CREPUQ), had expected to make significant progress in terms of catching up with tuition levels in the rest of the country. According to CREPUQ President Claude Hamel his organization is "astonished and disappointed" at the government's decision.

A few days before the announcement of the tuition increase a public debate organized jointly by *Le Devoir* and ONU highlighted the alternatives to such an increase.

Participating in the debate were: Serge Charlebois, of the ONU; Roch Denis, president of the Fédération québécoise des professeurs et professeurs d'université; Patrick Kenniff, rector of Concordia University; UQAM Economics professor Clément Lemelin; and Jacques Garon of the Conseil du Patronat, an employers' group. The debate was moderated by *Devoir* publisher Lise Bissonnette.

According to Mr. Charlebois, Quebec university heads are not effective enough as leaders; they refuse to face a reality which is characterized by the continuing impoverishment of students and university administration fees that are higher than elsewhere in Canada.

His point of view was shared by Dr. Denis, who added that the real question was "why the Treasury Board is making choices for society as a whole, and not the contrary," according to *Le Devoir*.

Dr. Kenniff defended the increase. He took issue with the student figures, saying they did not take into account the interest on universities' debts. Dr. Kenniff nonetheless speculated about whether the money from higher tuition fees would benefit the universities or the government.

Mr. Lemelin doubts that serious alternatives to the fee increase exist. Still, he thinks students should question increases, as governmental subsidies vary according to faculty.

Mr. Garon, while in favour of a "reasonable" tuition increase, believes the government should do more research into alternatives. He is against the idea of an extra tax on salaries to help universities with their financial problems.

New principal at McGill

With Bernard Shapiro as its new principal, McGill will be able to help lead Canadian universities in a new direction: specialization.

"The greatest challenge facing all universities, especially research universities like McGill, is choice," Dr. Shapiro told *The Globe and Mail*. "Institutions of higher learning should not be characterized by uniformity of ambition."

To familiarize himself with the institution he will be heading starting in September, Dr. Shapiro, the former deputy minister of education in Ontario, will go back to the classroom. By so doing, the graduate of McGill and Harvard will attempt to learn about the university from the student point of view.

Teaching will be a priority for Dr. Shapiro. Currently a professor in education and public policy at the University of Toronto, he wants to ensure, among other things, that all faculty members teach undergraduates.

Dr. Shapiro is considered to be one of Canada's foremost educational theorists. Among his academic credits, he has been an associate dean of education at Boston University, dean of education and vice-president (academic) at the University of Western Ontario and director of the Ontario Institute for Studies in Education.

The deficit will be another of the new principal's priorities. He says McGill should completely eliminate its deficit, because, in so doing, the government will consider it a responsible institution.

Malcolm Baines, the president of the McGill Association of University Teachers (MAUT), says it is "cautiously optimistic" regarding Dr. Shapiro's appointment. Dr. Baines was, however, unwilling to comment on the new principal's priorities, stating "It would be unfair to read too much into them (his priorities) for the moment."

The fact that Dr. Shapiro will be the first Jewish principal of McGill is a source of particular satisfaction for him. When he began his studies there in 1952, there was still an unofficial quota on the number of Jews admitted. The quota disappeared in 1956, when the Quebec government made an open admissions policy a condition of government grants.

CEGEP reform postponement refused

The Ministry of Education has refused to postpone the introduction of new core courses planned for next fall as part of the CEGEP reform. The request was made by the three unions who collectively represent all CEGEP professors. The unions are unhappy with a time frame which they say is too condensed.

The content of the courses, which include humanities, second language and physical education, is still unknown. The introduction of the courses will require "considerable departmental and interdisciplinary work," the unions told *Le Devoir*.

Lucienne Robillard refused to yield to the unions' demand as she doesn't want to penalize students who will be entering the CEGEP system next fall. She also indicated that specific training and support activities related to the new courses were being planned.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

NOUVELLES BRÈVES DU QUÉBEC

La hausse des frais est limitée à l'inflation

Susan Gray

La hausse des frais de scolarité universitaires pour l'année 1994-1995 se limitera à l'inflation, et non à un chiffre plus élevé, comme prévu.

L'augmentation des droits de scolarité serait, en moyenne, de 31 \$ pour deux trimestres. Mais le gouvernement n'a pas abandonné son intention d'harmoniser graduellement les droits à la moyenne canadienne.

C'est le ministre de l'Éducation, Lucienne Robillard, (au moment d'écrire ces lignes, Lucienne Robillard n'avait pas encore été nommée ministre de la Santé) qui a convaincu le gouvernement de se limiter au chiffre de 1.9 p. 100, le même que celui exigé en 1993-94. Son raisonnement : «Dans le contexte actuel, il y a trop d'incertitude pour faire un pas si important».

La ministre Robillard a énoncé deux raisons pour la prudence actuelle : le contexte économique, et, ce qui est plus important, la baisse de la clientèle à temps partiel.

L'automne dernier, alors que la clientèle à temps plein augmentait de 2 p. 100, on enregistrait une baisse généralisée de 3.2 p. 100 des étudiants à temps partiel. Le chiffre demeurant inexplicable, on a préféré être prudent et profiter des mois à venir pour examiner la situation.

L'annonce de la hausse des frais a provoqué une réaction positive chez les étudiants et de la déception chez les universités.

Serge Charlebois, porte-parole de l'Organisation nationale universitaire (ONU), qui regroupe la majorité des étudiants universitaires québécois, a déclaré au *Devoir*, «Nous n'acceptons pas cette hausse, mais nous allons pouvoir vivre avec». L'ONU et le mouvement étudiant en général continueront leur campagne visant à convaincre le gouvernement qu'il existe d'autres moyens que les hausses des frais de scolarité pour redresser les problèmes financiers des universités.

Avant cette dernière hausse, la Conférence des recteurs et des principaux des universités du Québec (CRÉPUQ), s'attendait à un effort «significatif» pour rattraper le reste du pays en matière de frais de scolarité. Selon Claude Hamel, son président, ils sont «étonnés et déçus» du résultat actuel.

Quelques jours avant l'annonce de l'augmentation des frais de scolarité universitaires, un débat public organisé conjointement par *Le Devoir* et l'Organisation nationale universitaire (ONU) a fait ressortir qu'il reste des solutions de rechange à cette hausse.

Les participants au débat étaient : Serge Charlebois, de l'ONU, Roch Denis, président de la Fédération québécoise des professeurs et professeurs d'université, Patrick Kenniff, recteur de l'Université Concordia, Clément Lemelin, professeur de sciences économiques à l'UQAM, et Jacques Garon du Conseil du patronat. Le débat était animé par Lise Bissonnette, directrice du *Devoir*.

Selon M. Charlebois, les recteurs québécois ne sont pas des leaders assez efficaces; ils refusent de «voir la réalité» caractérisée par l'appauvrissement des étudiants et par le fait que les frais d'administration des universités ici sont plus élevés qu'ailleurs au Canada.

Partageant son point de vue, M. Denis ajoute qu'il s'agit vraiment de se «demander pourquoi c'est le Conseil du trésor qui décide des choix de société, et non l'inverse», selon *Le Devoir*.

Il revenait à M. Kenniff de défendre la hausse. Pour ce faire, il a critiqué les chiffres de l'ONU, disant qu'ils ne tenaient pas compte des intérêts sur la dette payés par les universités. M. Kenniff s'est toutefois demandé si une hausse profiterait aux universités ou à la province elle-même.

M. Lemelin pense qu'il existe peut-être pas de solutions sérieuses à la hausse, mais croit quand même que les étudiants doivent mettre en doute la majoration des frais, parce que les subventions gouvernementales varient selon les facultés.

M. Garon, pour sa part, s'est montré en faveur d'une hausse «raisonnable» des frais, tout en étant d'accord que le gouvernement devrait chercher davantage du côté des solutions. Il s'oppose à l'idée d'une taxe supplémentaire sur les salaires pour aider à financer les universités.

Nouveau principal à l'Université McGill

En choisissant Bernard Shapiro comme nouveau principal de McGill, l'Université se place parmi les chefs de file dans l'orientation que commencent à prendre les universités canadiennes, soit la spécialisation.

M. Shapiro, dans une entrevue au *Globe and Mail*, fait part de sa réflexion à ce sujet : «Le plus gros défi pour les universités aujourd'hui, surtout les universités de recherche comme McGill, est le choix». Il ajoute : «Les établissements d'enseignement supérieur ne devraient pas se caractériser par une uniformité dans leurs ambitions».

Pour se familiariser avec l'établissement qu'il va diriger à partir de septembre prochain, M. Shapiro, ancien sous-ministre de l'Éducation en Ontario, redeviendra étudiant à nouveau. Ce faisant, le diplômé de McGill et de Harvard vise à comprendre McGill du point de vue étudiant.

L'enseignement sera une priorité pour M. Shapiro. Actuellement professeur en éducation et politique gouvernementale à l'Université de Toronto, il voudrait, entre autres, que tous les professeurs de McGill enseignent aux étudiants du premier cycle.

M. Shapiro est considéré comme l'un des théoriciens les plus importants dans le domaine de l'éducation au Canada. Il a déjà été vice-doyen en éducation à l'Université de Boston, doyen en éducation et vice-recteur aux affaires universitaires à l'Université Western Ontario. De plus, il a été directeur de l'Institut d'études pédagogiques de l'Ontario.

Le déficit sera une autre priorité pour M. Shapiro. Il veut éliminer le déficit de McGill et estime que le gouvernement considérera ainsi McGill comme une université responsable.

Parlant au nom de la McGill Association of University Teachers (MAUT), son président Malcolm Baines signale qu'elle est «optimiste, mais avec prudence» face à la nomination de M. Shapiro. M. Baines ne voulait pas commenter sur les priorités du nouveau principal, disant que ça serait injuste «de faire trop d'interprétation pour le moment».

M. Shapiro serait le premier principal juif de McGill, ce qui lui donne une satisfaction particulière. Quand il a commencé ses études à l'université en 1952, un contingentement non officiel était imposé à l'admission de Juifs. Le contingentement est disparu en 1956, alors que le gouvernement liait ses subventions à une politique d'admission ouverte.

Délai exigé pour la réforme collégiale

Le ministère de l'Éducation refuse de reporter d'un an l'introduction de nouveaux cours de formation générale prévue pour septembre prochain dans les CÉGEPs. La demande du délai provenait des trois organismes syndicaux représentant tous les enseignants des CÉGEPs, qui se plaignent que le calendrier soit «trop essoufflant».

Les professeurs n'ont pas encore pris connaissance du contenu des nouveaux cours; ceux-ci comprennent des cours de philosophie, de langue seconde et d'éducation physique et exigeront «un travail départemental et interdisciplinaire considérable», ont souligné les syndicats au *Devoir*.

Lucienne Robillard, la ministre de l'Éducation, a refusé la demande des syndicats car elle ne veut pas «pénafliser» les étudiants qui entreront au CÉGEP l'automne prochain.

Elle a aussi indiqué que les professeurs se prévaudraient «d'activités spécifiques de formation et de soutien» liées aux nouveaux cours.

(Susan Gray est journaliste et traductrice pigiste, et vit à Montréal.)



Tim Stutt

FROM THE HILL

Social programs review includes PSE funding, student aid

Ontario gets to include post-secondary institutions in federal infrastructure program

Human Resources Minister Lloyd Axworthy has launched a review of the federal government's social security programs. Among those programs to be reviewed are the Established Programs Financing (EPF) for post-secondary education and the Canada Student Loans Program (CSLP).

"The purpose of such a thorough review and redesign is not to slash and trash. It is to renew and revitalize, to build a better system," Mr. Axworthy said in announcing the review to the Commons on Jan. 31.

University faculty were quick to react to the minister's announcement.

"CAUT has several suggestions for improving the federal system for funding universities and their students," said CAUT President Alan Andrews. "We shall be involved in every step of Mr. Axworthy's social review process to ensure that no slashing and trashing of EPF or Canada student loans occurs."

Ottawa has yet to show its hand on what changes it may be considering for university funding and student aid. However, Secretary of State for Training and Youth Ethel Blondin-Andrew did provide some clues during a Feb. 14 address to the Canadian Association of University Continuing Education.

"Consideration is being given to improvements in the short term which would increase the (student) aid available in the form of loans and grants, better target aid to those who need it most, and link aid to results in learning," said Ms. Blondin-Andrew. She acknowledged that aid available under the CSLP has not kept pace with the costs confronting post-secondary students.

In the first stage of the review now underway, the Commons Standing Committee on Human Resources Development is holding public hearings on concerns regarding the social security and the labour market. Concurrent federal/provincial/territorial discussions on issues of joint concern are also being held.

As well, a small task force of individuals experienced in social security and employment reform has been appointed to assist the human resources minister.

These deliberations will form the basis of the government's action plan to be tabled in the Commons in March. The action plan will define the issues to be addressed, set out proposals for change, and present options and choices to be made.

The second stage of the reform process will involve detailed consultations and analysis based on the action plan. The Human Resources

Committee will play a lead role in these deliberations, and report to the Commons by Sept. 30 with specific recommendations. Parallel to this activity, joint federal/provincial/territorial meetings will examine options for reform and develop proposed solutions.

The third and final stage involves development, tabling and debate of legislation later this year, with implementation to begin in 1995.

Infrastructure agreement includes universities

Following on the heels of a December agreement among Canada's first ministers to implement a \$6-billion national infrastructure program, the federal government and the Province of Ontario signed a \$2.1 billion shared-cost infrastructure agreement on Jan. 24.

Unlike the agreements signed by the other provinces, the Canada/Ontario Infrastructure Agreement explicitly calls for post-secondary institutions along with municipalities, unincorporated communities, and

school boards to apply for funding for local projects in keeping with national and provincial objectives.

A total of \$100 million will be allocated over two years to the post-secondary education sector in order to create short- and long-term jobs in the upgrading of physical infrastructure.

Allocations to post-secondary institutions are based on an enrolment formula. The federal and Ontario governments will contribute two-thirds of the cost of the approved projects while the institutions pay the rest of the tab. Ontario's universities will receive an allocation of \$66,666,700 and the community colleges will receive \$33,333,300.

Among the university sector allocations the University of Toronto will receive the largest amount of funding at \$11,093,000 or 17.93 per cent of the total university share. This is followed by Western Ontario \$6,162,900 (9.77 per cent), York \$6,034,600 (9.5 per cent), Ottawa \$5,055,700 (7.87 per cent), Guelph \$4,695,300

(7.27 per cent), Waterloo \$4,597,200 (7.11 per cent), Queen's \$4,437,000 (6.84 per cent), McMaster \$4,404,600 (6.79 per cent), Carleton \$3,728,100 (5.66 per cent), Ryerson \$3,072,300 (4.57 per cent), Windsor \$2,957,700 (4.37 per cent), Brock \$1,820,700 (2.48 per cent), Wilfrid Laurier \$1,770,900 (2.40 per cent), Lakehead \$1,685,600 (2.25 per cent), Laurentian \$1,590,700 (2.1 per cent), Trent \$1,203,800 (1.45 per cent), Nipissing \$757,000 (0.71 per cent), Ontario College of Art \$645,400 (0.52 per cent), Algoma \$528,800 (0.33 per cent), and Hearst \$425,400 (0.15 per cent).

The allocation of federal and provincial funds to local partners will be administered by a joint Canada/Ontario management committee. This committee will be co-chaired by Bill Cram, executive director of Industry Canada — Ontario, and Michael Mendelson, deputy secretary of the Ontario Cabinet. It will have up to six members, including representation from local government.

The Ontario Ministry of Education and Training will receive and review projects identified by the universities, and will submit recommended projects to the management committee. The committee will then review the projects to ensure they meet the general criteria set out in the framework agreement, along with any other specific criteria established by the committee to take into account local and provincial priorities.

Among the criteria to be used in evaluating university infrastructure proposals are the promotion of job creation, the acceleration of investment, the enhancement of economic competitiveness, the use of innovative technologies, the bringing of infrastructure up to community standards and by-laws, and the enhancement of environmental quality and sustainability.

All projects funded under the Canada/Ontario Infrastructure Agreement must be approved by March 31, 1996, and be completed by March 31, 1997.

(Tim Stutt is a Government Relations Officer at CAUT.)

Passing the buck: Despite benefiting from low-cost university educations themselves, baby boomers have decided that the current generation should have to ante up its own fees

By J.C. Herbert Emery

In light of recent cuts to government spending on higher education, the message Canadians are sending is that they can no longer afford the current university system. Tough as it is, students of today and tomorrow will have to pay more for their educations out of their own resources.

Higher taxes are not a solution, since most Canadians are already so overtaxed they can barely afford two cars, a VCR, microwave and large-screen TV. While some students grumble about the situation, they appear to accept it. They are told by well-dressed politicians and business people and even parents — their own university degrees in hand — that we all have to do our part to reduce the deficit.

Maybe the principle of all doing our part should be extended not just to current and future students, but to graduates of the university system as well.

In Canada over the last 30 years, university education has been heavily subsidized by provincial governments. What this meant was that university students paid only a fraction of the actual cost of their educations. A contract existed: One generation of Canadians would provide low-cost, accessible higher education to the next generation, and in return that generation would provide the same for the following generation

through taxes paid while working.

When we cut spending on universities, we have two choices: maintain the quality of education and increase the direct cost to the student, or dilute the quality of education and hold students' private costs constant. Either case amounts to a tax on current university students relative to preceding generations.

The inequity is that the generation largely responsible for implementing this "education tax" has already benefited from subsidized education; presumably it helped augment their incomes over their careers and provided them with a variety of opportunities that they would not have had without their degrees.

Perhaps it's time to rethink the nature of this historic subsidization now that the baby boomers have decided to tear up the implicit intergenerational contract that has existed in Canada until now. Maybe they are right: Society cannot afford the status quo and, given the debt problems that exist in Canada, maybe we never could.

The preceding generation readily accepted the benefits of this unaffordable system,

Thanks for the subsidies

but has now decided that someone else, the next generation, will pay the piper. Why should this generation be allowed to renege on its social obligation? As individuals, we are not allowed to default on car loans or on mortgages without some kind of penalty; thus, if real education costs are to rise, the renege generation must also pay a penalty.

We cannot repossess an education, we can recover some of the subsidies that were received. Why not consider subsidies to those who have already graduated from the system to have been student loans? It should be a relatively straightforward process to develop an index of real tuition costs that could be used to determine the size of outstanding loans. For example, suppose the real tuition costs in 1993 are \$1,000 higher than 1983 tuition costs; in that case, a graduate from 1983 would owe roughly \$1,000 in 1993 for each year he or she attended university. Payments for these loans could be made to the lender, the provincial government. Degree recipients are readily identifiable, so payments could be easily incorporated into annual tax returns.

Not only would this

arrangement lower the existing social cost of education (i.e. government expenditure), but it would also begin to address at least part of the source of the provincial debt by recovering part of the overexpenditure. This system is also equitable, as only beneficiaries of the system would pay — a historic user-fee concept.

Many graduates might argue that they would not have invested in the education if the subsidy had not existed. Well, they accepted it, they benefited from it and they should now be willing to pay for it. Besides, think that argument through from the perspective of current and future students: Why should one generation have had the access another will not?

Finally, if truly having everyone do his part is so unpalatable, perhaps the cuts should be reconsidered and a new solution found that preserves the intergenerational contract. Cuts as they are designed now are a selfish and cowardly solution to our fiscal problems. Canadians might begin to rise above this mess we have created once we start trying to personally address the problem rather than passing the burden on to our neighbours and children.

(J.C. Herbert Emery is an economics professor at the University of Calgary.)

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TRIBUNE LIBRE / COMMENTARY

The rating game

Un palmarès des universités comme celui que publie chaque année le magazine Maclean's n'a aucun mérite substantiel puisqu'il consiste en une pondération arbitraire de facteurs disproportionnés, qui, en soi, ne reproduisent pas la valeur de l'établissement d'enseignement aux yeux de la population. Il est donc inutile comme outil d'information. Ces facteurs trompent le public plutôt que de les éclairer.

by Klaus Rieckhoff

Not a day goes by without us hearing on the radio or TV the word "world class" being mentioned in connection with either an individual, be it an athlete or some other professional, or some other entity, such as a restaurant, a city and, frequently, a university.

This is indicative of a number of phenomena that have occurred in our society during my lifetime: One is the ever increasing use of superlatives in the public media. Another is our preoccupation with image and our desire for recognition on a global basis. And last but not least there is the competitive spirit encouraged by our governments and media which makes us wish to rank everything in linear fashion in an attempt to identify winners and losers.

The morning of the day that I write this I hear on the radio that my university, Simon Fraser University, is ranked number one among "comprehensive universities" in Canada, i.e. among major universities that have a broad range of undergraduate and graduate programs, but do not have a medical school.

The ranking is done by Maclean's magazine. The editors of this publication score various factors such as faculty-student ratio, percentage of Ph.D.'s among faculty, admission standards, library support etc. and then arrive at an overall score by giving various weights to these factors before adding them. They have done this now for the third time and incorporated the

feedback received in the previous two years into refining their method.

The practice of institutional ranking has, not surprisingly, been practiced for a long time in the United States. It has now been entrenched in Canada and is likely to continue in the future because of the public's delight in believing that it can thereby keep track of the quality of our post-secondary educational system. Besides, it is so much fun to watch the horse race for a spot in the limelight and to sneer at the complaints about the rating on the part of those who make up the bottom spots in the listing.

Also, of course, the winners in this competition — and particularly the administrators of these top ranking institutions — feel proud and attribute the standing to their own efforts and capabilities. And there are enough fools, not just among the public, but among those who should know better, who actually believe that this exercise and its outcome has any substantial meaning.

Now why do I call fools those, who believe that such ranking has any substantial merit? How dare I use such a derogatory term for people, many of whom have doctorates and lengthy publication lists to their credit? (Fortunately, I cannot be accused of sour grapes, since my own institution is ranked so highly in this scheme.) Flattery is a very effective seducer and more likely to create believers than detractors, even among people who should be more discriminating in their

judgment than to fall for compliments. Alas, in spite of SFU's high ranking, I can only offer ridicule and contempt for the very notion of merit in devising a linear scale no matter by what methodology.

My reasoning for such harsh judgment is exemplified by an experience with another claim I heard made many years ago when I visited the city of Lethbridge in southern Alberta. This community boasted a railway bridge over the Old Man River, which was supposed to be the "highest — longest bridge" in either North America or even the world (I forgot which). The claim arose from the alleged fact that it was longer than any other bridge that was higher and that it was higher than any other bridge that was longer.

I was very impressed about this for many years until a physicist colleague pointed out to me something I should have realized myself: such claim, even if true, is by no means a unique property. It is entirely possible for any number of bridges, even thousands of them, to have this distinction applied to them, namely that they are higher than any that is longer and longer than any that is higher.

In this case we are dealing with merely two independent variables (height and width). In the case of the assessment of universities we deal with many more. We can probably not get agreement on how many should be used. In any case, even if we restrict ourselves to the ones used in Maclean's which are quantifiable, and there are surely many others that are much more difficult to assess in a quantitative manner, we recognize that taking the individual scores and weighing them by factors that are by necessity arbitrary, is like adding quantities that do not even have the same units of measure.

Worse than adding apples and bananas, more like adding pounds of currency to pounds of weight,

something that is clearly unscientific and devoid of meaning except in the eyes of either the ignorant or those who know better, but find the resulting numbers nonetheless useful for purposes of public relations, which in this case becomes a deliberate misleading of the public.

How we have collectively become accustomed to the use of meaningless figures for bamboozling the public for our purposes is shown in another interesting fact reported by Maclean's in its first ranking exercise two years ago. Aside from their own method of ranking universities, they also asked the presidents of our universities to provide their own ranking (meaning opinion in the absence of knowledge) for comparison purposes.

University presidents are fairly busy people, who have limited knowledge of the details of their own institutions and hardly any knowledge, beyond hearsay, about other institutions. Yet, despite this almost complete absence of any scientific or scholarly basis for their judgments, very few declined to provide a ranking. And some of these same presidents did not hesitate to question the methodology used by the magazine when they felt that their own institution had not been fairly judged.

None of those whose institutions fared well in the ranking complained about the exercise. This blatant absence of intellectual integrity on the part of the so many highly ranked scholars and leaders of academic institutions is a cause of worry. That the vast bulk of academics across the country quietly accepts such games as normal and innocuous is something that all of us should be ashamed of.

(Klaus Rieckhoff is Professor Emeritus, Department of Physics, Simon Fraser University.)

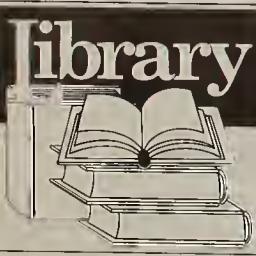
Les articles reflètent l'opinion de leurs auteurs uniquement. The views expressed are solely those of the author and not of CAUT.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (Word perfect 5.1).

L'ACPPU accepte les articles de 1500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discréction de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejettés. L'ACPPU espère publier un article par numéro selon la qualité et la quantité des textes soumis. Veuillez transmettre les articles par courrier électronique (CAUT@Carleton.ca) ou sur disquette (Word Perfect 5.1).

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positions starting September 1994 (in addition to a recently advertised position in Counselling/School Psychology). Assistant Professor level. Applications must be in School Psychology according to qualifications. 1. School/Applied Child Psychology - Associate, Therapeutic Intervention, or related areas. 2. School Education - Integration of exceptional children of particular interest, also research expertise in any discipline. All applicants must be applying for accreditation in Counselling Psychology and School Psychology. It should be noted that applications of undergraduate to PhD programs. We are looking for someone whose work links across major areas of Department of Applied (Applied Cognitive Science, Applied Psychology, Industrial/Organizational Psychology, School/Applied Child Psychology, Special Education, Curriculum Studies) and specialized programs within these (Adult Education, Computer Applications in Education, Family Life Education, Special and Gifted Education, MEd). McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

1993 base salaries: \$40800 Assistant Professor; \$44800 Associate Professor. Please send a cover letter identifying position applied for, current curriculum vitae, attestation of doctorate completed by August 1984, and samples of research interests and teaching interests. At least 3 referees should address our expectations for excellence in research, teaching, thesis/dissertation supervision, and leadership. All materials should be sent to: Dr. J. G. Locker, Director, School of Engineering, Lakehead University, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal people, and persons with disabilities. Salary will depend on qualifications and experience. The salary scales for Assistant Professor range from \$40800-\$44800. The Royal Military College of Canada is a highly regarded educational institution with specialized programs within these (Adult Education, Computer Applications in Education, Family Life Education, Special and Gifted Education, MEd). McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA, Department of Education, Faculty of Education, Spring Session Position. The Department of Educational Foundations, Faculty of Education, University of Alberta is inviting applications for the rank of Professor (\$54,000 per course) to teach two undergraduate courses. Educational Foundations 422 Study of Education, Sociology of Education, and Latin America will be offered May 2nd-May 13th, 1994. Educational Foundations 500 Education and Psychology of Learning will be offered May 24th-June 8th, 1994.

The applicant must have teaching and research experience in the field of Third World education and demonstrate knowledge of the theory and practice of conflict resolution in educational contexts. The applicant must demonstrate excellence in research and teaching, particularly related to Canadian citizens and permanent residents. The University of Alberta is committed to equity in employment. The University encourages applications from Aboriginal persons, disabled persons, members of visible minorities, and women.

ROYAL MILITARY COLLEGE OF CANADA - Department of Chemical Engineering. Applications and inquiries concerning the following position as an Assistant Professor of Chemical Engineering, effective 31 August 1994. (This position will be filled if expected funding is made available.) The successful candidate will be expected to teach in English at the undergraduate and graduate levels and to conduct an active research programme. The Department of Chemical Engineering, one of six departments at RMC that graduates engineers required for the chemical industry, offers a BEng degree in Chemical & Materials Engineering, the BSc in Chemistry and MEng, MSc and PhD in these programmes. The present faculty of 15 professors and 10 departmental staff are active in wide ranging applied research. The department is seeking a Chemical Engineer with interests in areas such as combustion, polymer and reaction engineering, polymers and materials engineering, heat transfer and mass transfer. She/he should be interested in teaching many of the standard undergraduate chemical engineering courses. Knowledge of both official languages would be an advantage, but is not essential. A PhD is required although an appointment at the Lecturer level would be considered for an outstanding candidate. Proficiency in French is welcome but has not yet been compulsory. The salary will be determined according to professional experience. The salary scale for assistant professor is \$40,800 per course up to \$53,834; this scale is adjusted annually on July 1st. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY - The Department of Chemical Engineering, one of six

dynamics systems, applied mechanics, instrumentation and/or vehicle dynamics, and digitization (or registration as a D Eng in the Professional Engineering program). The successful candidate will be expected to instruct in and develop undergraduate and graduate courses in the fields of specialty, and participate in research and development projects working in the areas of combustion, fuel performance, electro-optics, heat transfer, propagation, solid state devices, composite structures, composite materials, design, or robotics. A mastery of the English language is necessary, and the ability to read and write in French an advantage. The salary will depend on qualifications and experience.

The salary scales for Assistant Professor range from \$40,800-\$44,800. The Royal Military College of Canada is a highly regarded educational institution with specialized programs within these (Adult Education, Computer Applications in Education, Family Life Education, Special and Gifted Education, MEd). McGill University is committed to equity in employment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLOO - The

Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure-track position at the rank of Assistant Professor in the Electrical and Computer Engineering program. This is the possibility that this position would become a tenure-track position in the future. The applicant should have specialization and interest in Transfer Engineering. An emphasis on environmental and reliability aspects would be especially useful. Duties include teaching, research, and the development of a strong research program. Applicants should have an undergraduate degree in Civil, good skills in Matlab and preferably demonstrated teaching ability. The successful candidate will be involved in the development of research, lies with the local engineering industry. The position will be at the rank of an Assistant Professor. The salary will be dependent on qualifications and experience. Applications, including the names of three referees and a statement of research interests and teaching interests, should be sent by March 31, 1994 to: Dr. Gerald Fuller, Program Head, Regional Environmental Systems Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is committed to employment equity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

LAKEHEAD UNIVERSITY - The Department of English invites applications for a probationary (tenure-track) appointment in Creative Writing. Preference will be given to applicants from electronic engineers, but mechanical and electrical engineers may also apply. This position is associated with the English Language Program. Since the objectives of this program are to increase the number of young faculty and to provide opportunities for promotion, the Assistant Professor rank and women are encouraged to apply. Applicants should have a PhD in English or equivalent and a desire to teach effectively. They should have excellent communication skills, a desire to work closely with industry, and be available to teach courses in a postsecondary engineering in Ontario. Past teaching or professional engineering experience will be an advantage. This appointment will be at the rank of Assistant

Professor and commence July 1, 1994. Applications must have completed by April 15, 1994. Applications will be reviewed on a rolling basis. The successful candidate will have the opportunity to pursue research with the Engineering Research Group in the area of High Value Polymers and will be subject to final budgetary approval. The position is to commence on August 1, 1994 and is subject to final budgetary approval. Salary will depend on qualifications and experience. The University of Waterloo invites applications from qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities in accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF PRINCE EDWARD ISLAND - The Department of English invites applications for a probationary (tenure-track) appointment in English Language and Literature. Candidates should hold a Ph.D. or equivalent and demonstrate teaching experience. Any field of specialization will be considered. Applications should be sent to: Dr. Richard Lemire, Chair, Department of English, University of Prince Edward Island, Charlottetown, PEI C1A 4P3. FAX: (902)568-0420. The effective date of the appointment is July 1, 1994. Applications and supporting material must

be postmarked or faxed no later than April 1, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Resource Studies Program, Trent University, Peterborough, Ontario, Canada, K9L 3L2. Trent University is an equal opportunity employer. Employment is open to all qualified people, including women, Aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EXTENSION

THE UNIVERSITY OF SASKATCHEWAN - The Extension Division. Applications are invited for a tenure-track position as Assistant Professor of Extension at the University of Saskatchewan. The successful candidate will be responsible for Community Development Programs, developing the planning and implementation of educational programs which address development issues in rural and northern communities in Saskatchewan. These programs will address a wide range of issues such as health care, education, community leadership, and economic development. In addition, the successful candidate will be expected to teach and undertake scholarship in community development and continual professional development. Academic and continuing education, or a closely related field, and relevant professional experience are required with graduate studies or post-graduate studies with training and experience in community development. Salary is commensurate with qualifications and experience. Applications should be submitted with three letters of reference (or a complete dossier) to be forwarded to: Professor G. R. Fletcher, Arctic Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2V6. Deadlines for completed applications are April 15, 1994.

UNIVERSITY OF PRINCE EDWARD ISLAND - The Department of English invites applications for a probationary (tenure-track) appointment in English Language and Literature. Candidates should hold a Ph.D. or equivalent and demonstrate teaching experience. Any field of specialization will be considered. Applications should be sent to: Dr. Richard Lemire, Chair, Department of English, University of Prince Edward Island, Charlottetown, PEI C1A 4P3. FAX: (902)568-0420. The effective date of the appointment is July 1, 1994. Applications and supporting material must

Deans

The University College of Cape Breton invites applications for the position of Dean for each of its four schools. These positions will be of interest to individuals who would welcome the challenge of further building a post-secondary institution which reflects and develops liberal and technical learning traditions.

The University College, founded 20 years ago by joining a technological institute and a liberal arts satellite campus, has pioneered full-spectrum post-secondary education in Canada. The University College has 2,075 full-time degree, 705 diploma, as well as 100 certificate students and approximately 1,000 students in part-time programs. Most technology programs are offered in a Co-operative Education format and the University College offers the region's only Bachelor of Technology degree.

UCCB is a community-based institution and sees itself as an economic, social and cultural development partner with communities and industry in Cape Breton. The institution has a special focus on cultural preservation and enhancement of applied research in the humanities, social sciences, science and technology.

School of Arts and Social Sciences

The four-year Bachelor of Arts (Major) allows students to concentrate in one or more major areas of study. The University College also offers a three-year Bachelor of Arts (General). Both programs contain core requirements which stress communication, critical thinking, mathematics, research and cultural awareness.

School of Applied Arts and Development Studies

The three-year Bachelor of Arts in Community Studies is unique to Atlantic Canada. The BACS program incorporates elements of field experience related to students' career aims, academic study in liberal arts and science disciplines and career-related courses which may be chosen from disciplines in arts, science or technology.

School of Business

The four-year Bachelor of Business Administration degree allows students to pursue a concentration within disciplines like marketing, accounting and management. UCCB's BBA program is unique in that it allows the student to develop an innovative program beyond the core curriculum which includes either a business concentration or non-business concentration. A BBA Internship program provides students with income and relevant work experience while they complete the requirements for their degree. Students can also pursue a three-year Business Technology program with specializations in Accounting, Management, Marketing, Computer Information Systems, Paralegal, Hospitality and Office Administration (two years). Most of these programs have co-operative education component.

School of Science and Technology

A four-year Bachelor of Science degree offers specializations in biology, mathematics and psychology. A three-year Bachelor of Science (General) degree is also available in these disciplines, as well as chemistry. The Bachelor of Technology (Environmental Studies) is the only such program in Atlantic Canada. UCCB also offers a three-year, co-operative education program in Engineering Technology, with options in Chemical, Civil/Construction, Environmental, Electrical/Electronics and Mechanical Technology.

Duties: The School Dean reports to the President and is responsible for the leadership and management of the school. The successful candidate will be expected to maintain and enhance development of innovative curriculum, reduce barriers between academic and applied programs, and contribute to the development of the University College on the school and institutional level.

Preferred Qualifications: Ph.D. in the related discipline and demonstrated administrative skills balanced with an ability to work cooperatively and effectively with faculty, staff and students. The candidate should provide excellence in collegial academic leadership. This is a 6 year term position.

Please note that UCCB is currently undergoing a review of its school structure.

Qualified candidates should send a letter of application, curriculum vitae, and names, addresses and telephone numbers of three referees by 1 April, 1994 to Mr. Jack MacLeod, Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., Canada, B1P 6L2. FAX (902) 562-7499.

In accordance with Canadian Immigration requirements, priority will be given to citizens and to permanent residents of Canada. UCCB is an equal opportunity employer.



ASSISTANT PROFESSOR
The University of Manitoba
Faculty of Law

The Faculty of Law, University of Manitoba, invites applications for a tenure-track position at the rank of Assistant Professor to commence July 1, 1994. Appointment is subject to final budgetary approval. The successful candidate must have at least an LL.M. (Master's Degree) and principal teaching interests that include Business Organization and one or more of Taxation, International Trade Law and Commercial Law. Duties include teaching, research in areas of specialization and service on some faculty committees.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is committed to Employment Equity. Please forward a resume along with a statement of teaching and research interests, noting qualifications and experience, to: Dr. P. E. MacLeod, Department of Chemistry, Chemical Engineering, Royal Military College of Canada, Kingston, Ontario K7K 5L0. Tel.: 613-541-5501. Fax: 613-541-5502. Do not enclose a copy of your curriculum vitae. Send resume to: Dr. M. G. Gauthier, adjoint au principal, telephone: 613-541-2288.

THE ROYAL MILITARY COLLEGE OF CANADA is seeking applications for a tenure-track position in Wireless Communications. This is a full-time position with a teaching load of 12 hours per week, a half-teaching load and research time with staff members associated with TRILabs. Qualifications: PhD in the field of Communications Engineering with a good track record for teaching, innovation and research in wireless communications. Candidates must be prepared to develop the active research interests to meet the needs of the undergraduate and graduate levels, and to supervise graduate students. Salaries will be commensurate with qualifications and experience. Applications should be submitted in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is to commence 1 July 1994. The position is subject to funding approval. Candidates should have a PhD or equivalent in fields related to feedback controls,

racial people, persons with disabilities, visible minorities, and women. Applicants are invited to self-identify if they belong to one or more of the above target group. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF SASKATCHEWAN - THE EXTENSION DIVISION at the University of Saskatchewan invites applications from qualified individuals for a 2-year part-time position in Extension. The successful applicant will work with subject matter experts to design distance education courses for extension students delivered via print, interactive television, and audio-conferencing. Computer-based instruction is a tangible benefit. Applications should have at least a master's degree in instructional technology, or a related field, and relevant professional experience. Applications should be expected to have a working knowledge of processes of instructional design, including task analysis, curriculum design, task analysis, lesson design and layout, and student evaluation. Excellent interpersonal and communications skills are required. Familiarity with computer course design and delivery is an asset, as is facility with word processing. The annual salary is \$36,000.

The deadline for applications is March 31, 1994 and the successful candidate will be appointed July 1, 1994 or as soon thereafter as possible. Applications should be sent to Dr. G. Thompson, Dean, Extension Division, University of Saskatchewan, Saskatoon, SK S7N 5E2. Telephone (306) 966-5111. The University is committed to the principles of employment equity and welcomes applications from all qualified individuals, including Aboriginal people, persons with disabilities, visible minorities, and women. Applicants are invited to self-identify if they belong to one or more of the above target groups. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINE ARTS

BISHOP'S UNIVERSITY - THE FINE ARTS DEPARTMENT at Bishop's University invites applications for a sabbatical replacement position in the area of Art History.

effective July 1, 1994. The successful candidate should be able to teach sculpture at all levels from beginning to advanced in a variety of sculptural techniques (i.e. basic casting, wood, stone, metal, etc.). The candidate will also be required to teach drawing, both beginning and intermediate. Applicants should have an MFA or equiv. and teaching experience. Applications should include a list of exhibitions, 20 slides and three letters of reference to Dr. Gary Reznick, Department Head, Fine Arts, Bishop's University, Lennoxville, Quebec J1M 1Z7. Deadline for applications is April 10, 1994. In accordance with Canadian immigration requirements, this advertisement is a targeted advertisement.

Applicants should have at least a master's degree in instructional technology, or a related field, and relevant professional experience. Applications should be expected to have a working knowledge of processes of instructional design, including task analysis, curriculum design, task analysis, lesson design and layout, and student evaluation. Excellent interpersonal and communications skills are required. Familiarity with computer course design and delivery is an asset, as is facility with word processing.

The deadline for applications is March 31, 1994 and the successful candidate will be appointed July 1, 1994 or as soon thereafter as possible. Applications should be sent to Dr. G. Thompson, Dean, Extension Division, University of Saskatchewan, Saskatoon, SK S7N 5E2. Telephone (306) 966-5111. The University is committed to the principles of employment equity and welcomes applications from all qualified individuals, including Aboriginal people, persons with disabilities, visible minorities, and women. Applicants are invited to self-identify if they belong to one or more of the above target groups. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GASTROENTEROLOGY

THE UNIVERSITY OF ALBERTA - DIVISION OF GASTROENTEROLOGY is seeking a clinical gastrointestinal professor for its academic program. This applicant must possess an MD and the FRCR, preferably with an MRCP.

cate of special competence in Gastroenterology. Required also is experience in laboratory or clinical research, demonstrated effectiveness as a teacher, and keen desire to contribute to the development of the division. The appointment will be at the Assistant Professor rank (\$38,652-\$55,755) with educational responsibilities including an undergraduate general degree through either regular or correspondence studies, an Honours thesis, and research projects. To apply forward by March 31, 1994 a letter of application, up-to-date curriculum vitae, and three letters of reference to Dr. Gary Reznick, Department Head, Fine Arts, Bishop's University, Lennoxville, Quebec J1M 1Z7. Deadline for applications is April 10, 1994. In accordance with Canadian immigration requirements, this advertisement is a targeted advertisement.

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from Aboriginal persons, disabled persons, members of visible minorities and women.

FRANÇAIS

UNIVERSITÉ SAINT-FRANÇOIS-XAVIER

Poste en Français : Le Département de lettres et sciences humaines de l'Université Saint-François-Xavier sollicite des candidatures à un poste de professeur(e) remplacé(e) au renouvellement d'un contrat temporaire pour une période d'un à temps plein. Ce poste intègre dans principalement le littérature québécoise sans pour autant exclure l'enseignement de la littérature française et de la spécialisation. La personne choisie sera appelée en cours à assurer l'enseignement des cours de français et de littérature québécoise. L'enseignement, ainsi que maîtrise du français oral et écrit, exigent. Le traitement sera établi en fonction de la formation et de l'expérience. Quelques critères de fonctionnement sont les suivants : 1er septembre 1994. Les personnes intéressées doivent faire parvenir leur curriculum vitae et une lettre de motivation avant le 15 avril 1994 à M. Marc Benoit, Directeur, Orientation des langues, Université Saint-François-Xavier, 200, rue Saint-François-Xavier, G.P. 5000, Antigonish, N.S. B2G 2W5. N.B. Cette offre s'adresse d'abord aux citoyens canadiens ou aux résidents permanents.

GASTROENTEROLOGY

UNIVERSITY OF WINNIPEG - DEPARTMENT OF GEOGRAPHY

UNIVERSITY OF WINNIPEG - DEPARTMENT OF GEOGRAPHY

Applications are invited for tenure-track positions in 19th/20th century Canadian social history with a specialization in the history of Ontario. Preference will be given to candidates with qualifications and experience. Applications close April 15, 1994. Send letter of application, curriculum vitae, and three letters of reference to Dr. H. J. Wiltgen, Chair, Department of History, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, PO Box 3042, (204) 633-3234 FAX: (204) 633-1824.

UNIVERSITY OF WATERLOO - APPLIED

creat, taught and advised students working in that area. Number of native speakers in Japanese and at least an M.A. in Japanese studies is required. Salary will be commensurate with qualifications and experience. The starting date is July 1, 1994. Application review is \$27,101.00. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. This University offers a smoke-free environment. Save for specific circumstances, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae and two letters of reference should be sent to: Dr. K. Kleesmit, Director, Asian Studies Centre, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for the competition is April 15, 1994.

JOURNALISM & COMMUNICATIONS

THE UNIVERSITY OF REGINA - School of Journalism and Communication invites application for a ten month academic leave replacement. This term position, which is subject to budgetary approval, is to be filled by July 1, 1994. Applications must be received by May 31, 1994. Duties will involve teaching core classes. In the area of radio and television production, editing, writing, as well as sharing responsibility for supervising student projects. The successful applicant will be someone with experience in an academic setting, with a particular interest in journalism and radio, with an ability to challenge students to the highest level. There is no teaching load. Applications should submit a curriculum vitae and arrange for the forwarding of three letters of reference to: Dr. de Vleugel, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. Closing date for application is March 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

KINESIOLOGY

UNIVERSITY OF WATERLOO - Department of Kinesiology, The Faculty of Applied Health Sciences, invites applications for Research Chair in Work, Safety and Injury Prevention. In conjunction with a large manufacturer, problems of reducing the risk of injured employees is being developed and the need for increased understanding and reduction of risk of musculoskeletal injuries. The overall aim is to address and help to reduce the incidence of injuries, according to many business and industries. The incumbent will be responsible for leading the project, playing a major role in the supervision of postgraduate training students in at least one part of the research program and coordinating studies outside their area of expertise securing funding to support the research. Duties generally, taking on the responsibility of project management. The ideal candidate will have a Ph.D. in Kinesiology or related discipline or is one of the following areas: occupational biomechanics, occupational psychology, physical therapy, should be able to demonstrate success in prevention of occupational injury or illness, and/or treatment, and/or prevention of the injured employee. All applicants will be expected to demonstrate a strong interest in continuing in a large research program in an industrial setting. Depending upon academic qualifications and experience, appointment may be tenure track at the associate or full professor level. Applicants with substantial clinical research background but little or no academic record will be considered for a definite term position (with possibility of renewal) at the rank of Associate or Full Professor. Applications should be submitted by May 1994 or as soon thereafter as possible. The application should contain a CV and three names of referees and a letter directly from referees. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages application from qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. All appointments are subject to the availability of funds. Direct applications to Dr. R.W. Norman, Dean, Applied Health Sciences, Bari Matthews Hall, University of Waterloo, Waterloo, Ontario N2L 3G1.

Instruction and support for electronic services, including computer systems, software and work to be required. Qualifications: M.S. or recognized equivalent and at least two years successful public service experience in a relevant field. Experience in maintaining successful service maintenance and trouble-shooting services such as CD ROM, Internet, library OPACs and other electronic services. Good communication skills and ability to develop and maintain positive relationships with strong analytical skills, flexibility, energy, and a strong personal commitment to library work. Ability to learn computer system environment. York University is implementing a policy of employment equity including affirmative action for faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae and two letters of reference should be sent to: Dr. K. Kleesmit, Director, Asian Studies Centre, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Closing date for the competition is April 15, 1994.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF NEW BRUNSWICK, Fredericton - Department of Mathematics and Statistics, invites applications for a tenure-track position at the rank of Assistant Professor, effective July 1, 1994. Candidates must have an established research record in one or more of dynamics and control of nonholonomic mechanical systems. A broad background and experience in solving practical problems in this area, as well as an ability to communicate effectively with a wide audience, are highly desirable. Salary will depend upon the candidate's demonstrated experience and accomplishments. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. The University of New Brunswick is implementing a term position (tenure track) to be filled at the Assistant Librarian level, 1993/94 salary range \$33,000-\$36,000. Applications for tenure track positions are to be submitted to the University of New Brunswick Faculty Association bar gaining tenure. Preference will be given to applications received before April 15, 1994. Duties will include teaching, conducting research, and contributing to the development of qualifications to requirements of the position, a current curriculum vitae and three letters of reference should be sent to: Dr. R.D. Small, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 5000, Saint-Hyacinthe (Quebec), J2S 7C6. Candidates should attach a resume and indicate if they are willing to move to Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'emploi pour les femmes.

MATHEMATICS, STATISTICS, & COMPUTING SCIENCE

DALHOUSIE UNIVERSITY - Department of Mathematics and Statistics, Faculty of Science, invites applications for a tenure-track position in the Division of Statistics. Applications must be made for an month-long limited term appointment in the Division of Statistics. Applications for tenure-track positions are also invited in the Postdoctoral Fellow in Mathematics Division for one year starting July 1, 1994. Applicants should have a PhD or equivalent degree and be able to teach courses in the area of statistics. There is interest to hire a wide variety of Statistic courses, and have strong research interests. The successful candidate to the PDF position will teach one class per semester, apply, please send a curriculum vitae, selected reprints and three letters of reference to: Dr. R. Seshadri, Chair, Mathematics and Computer Science, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. Phone: (902)494-2572, Fax: (902)494-2573. E-mail: r.seshadri@cs.dal.ca. The deadline for applications is April 15, 1994. These positions are subject to budgetary approval. Dalhousie University is an Employment Equity Action Employer. The University endeavours to attract qualified women and men, Aboriginal people, people with disabilities, and visible minorities. Applications should be sent to Dr. J. Dunn, History of Medicine, Queen's University, Kingston, Ontario K7L 3N6.

MATHEMATICS, STATISTICS, & COMPUTING SCIENCE

THE UNIVERSITY OF NEWFOUNDLAND - The Linguistics Department, Memorial University of Newfoundland, invites applications for a tenure-track position in the area of Applied Linguistics, beginning September 1, 1994, subject to budgetary approval. Qualifications: Ph.D. in Linguistics with specialized training in the area of applied linguistics, evidence of effectiveness of teaching and research publications. Duties to include teaching a variety of linguistics courses at the undergraduate and graduate levels, as well as supervision of research and graduate students, as well as supervision of teaching and research assistants and of research students. Deadlines: Deadline for receipt of applications is April 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. The University of Newfound-

LINGUISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Linguistics Department, Memorial University of Newfoundland, invites applications for a tenure-track position in the area of Applied Linguistics, beginning September 1, 1994, subject to budgetary approval. Qualifications: Ph.D. in Linguistics with specialized training in the area of applied linguistics, evidence of effectiveness of teaching and research publications. Duties to include teaching a variety of linguistics courses at the undergraduate and graduate levels, as well as supervision of research and graduate students, as well as supervision of teaching and research assistants and of research students. Deadlines: Deadline for receipt of applications is April 15, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. The University of Newfound-

MARKETING

SAIN T MARY'S UNIVERSITY - The Department of Marketing in Saint Mary's University invites applications for a 9 month term position teaching Introductory Marketing with the possibility of a tenure track position. The ideal candidate will have a Ph.D. in Marketing or a related field, and/or upper level courses. For the term appointment, an individual appropriate to teach Marketing at the undergraduate level, with an appropriate Ph.D. may be considered for the tenure-track appointment. Salary is competitive for a term position. Saint Mary's University encourages applications from women, Aboriginal people, visible minorities, and people with disabilities. Applications, including curriculum vitae, university transcripts and letters of reference from three referees should be forwarded to: Dr. J. Dunn, History of Medicine, Queen's University, Kingston, Ontario K7L 3N6.

MÉDECINE VÉTÉRAINE

UNIVERSITÉ DE MONTRÉAL - Faculté de médecine vétérinaire. Le Département d'anatomie et physiologie animales et le Centre de recherche en reproduction animale et en développement animal de l'Université de Montréal recherchent un professeur ou une professeure. Fondamentalement, la personne cherche à mettre sur pied son propre groupe de recherche et à s'intégrer au groupe de huit chercheurs du Centre de recherche en reproduction animale et en développement animal de l'Université de Montréal. La recherche portera principalement sur la formation de l'embryogénèse, à titre de membre du bureau de recherche en physiologie animale et sera également étendue à l'enseignement aux trois cycles d'études ainsi qu'à la direction d'étudiants des programmes de M.Sc. et de Ph.D. Exigences: PhD en biologie ou en physiologie animale, avec une spécialisation en biochimie-andrologie moléculaire, expérimentale en étude du génome des man-

ifères domestiques liée à la reproduction et à l'embryogénèse. Traitement selon le droit national. Traitement selon le droit national. Les personnes intéressées doivent faire parvenir leur curriculum vitae, leurs lettres de recommandation et leurs objectifs, ainsi que les noms, adresses et numéros de télephones de trois personnes qui pourraient écrire une lettre de référence, avant le 1er avril 1994. Ce poste sera ouvert jusqu'à ce que le poste soit comblé. Pour toute question, veuillez contacter le Professeur Daniel Laroche, Directeur, Département d'anatomie et physiologie animales, Faculté de médecine vétérinaire, Université de Montréal, C.P. 5000, Saint-Hyacinthe (Québec), J2S 7C6. Concernant la demande d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'emploi pour les femmes.

MEDICINE

QUEEN'S UNIVERSITY - Temma, Chair for the History of Medicine, Faculty of Medicine, Queen's University seeks application for the position of Adjunct Professor in the History of Medicine. This will be a one year term position. There will be some potential for renewal for a third. The successful candidate will have a Ph.D., M.D., or both with expertise in medical history and preferably in the History of Medicine. Teaching ability will be to teach medical history to medical students, but opportunities are available to teach other medical courses in related areas in the History of Medicine. Queen's University has an employment equity program, which includes the promotion of equality in its hiring process and encourages applications from all qualified candidates including women, Aboriginal people, people with disabilities, and visible minorities. Applications should be sent to Dr. J. Dunn, History of Medicine, Queen's University, Kingston, Ontario K7L 3N6.

MEDECINE VETERINAIRE

UNIVERSITÉ DE MONTRÉAL - Faculté de médecine vétérinaire. Le Département d'anatomie et physiologie animales et le Centre de recherche en reproduction animale et en développement animal de l'Université de Montréal recherchent un professeur ou une professeure. Fondamentalement, la personne cherche à mettre sur pied son propre groupe de recherche et à s'intégrer au groupe de huit chercheurs du Centre de recherche en reproduction animale et en développement animal de l'Université de Montréal. La recherche portera principalement sur la formation de l'embryogénèse, à titre de membre du bureau de recherche en physiologie animale et sera également étendue à l'enseignement aux trois cycles d'études ainsi qu'à la direction d'étudiants des programmes de M.Sc. et de Ph.D. Exigences: PhD en biologie ou en physiologie animale, avec une spécialisation en biochimie-andrologie moléculaire, expérimentale en étude du génome des man-

ale levels. He or she will lead the Department in structuring future plans and directions as well as leading recruitment activities. The University offers BMusEd, BA and BA Honours degrees. At the graduate level it offers MMus in performance, composition and theory. Please submit applications with curriculum vitae and the names of three referees who have agreed to send letters by March 31, 1994. Dr. Michael D. DeRath, directeur, Département d'anatomie et physiologie animales, Faculté de médecine vétérinaire, Université de Montréal, C.P. 5000, Saint-Hyacinthe (Québec), J2S 7C6. Concernant la demande d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'emploi pour les femmes.

ELECTRICAL ENGINEERING

Applications are invited for two appointments with a three-year term each, commencing September 1994, in the areas of i) computer engineering with specialization in software engineering of real-time and distributed systems, object-oriented systems, computer networks, or computer architecture; ii) industrial control and instrumentation with primary interests in digital control, motor control, process control, robotics, instrumentation, or design of industrial control systems. The successful applicants will be expected to teach undergraduate and graduate courses, conduct research, and participate in other educational, scholarly and professional activities. Applicants must have a Ph.D. in Electrical Engineering and have a demonstrated ability to complement and expand the existing areas of expertise. Industrial and/or teaching and research experience is desirable. The successful candidates are expected to have or seek professional registration with the Association of Professional Engineers and Geoscientists of Newfoundland. The Electrical Engineering discipline has well-established co-operative undergraduate and graduate and research programs in power devices and systems, applied electromagnetics, digital systems and VLSI, and a proposed undergraduate option in computers and communications. Applicants should submit a curriculum vitae with the names of at least three referees, and three representative publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; FAX # (709) 737-4042. REFERENCES: ELEC-84-02 (Computer Engineering); ELEC-84-03 (Industrial Control and Instrumentation). These positions are subject to budgetary approval. The closing date for applications is April 30, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. MEMORIAL UNIVERSITY OF NEWFOUNDLAND IS COMMITTED TO EMPLOYMENT EQUITY.

HONG KONG POLYTECHNIC

Professor of Nursing in the Department of Health Sciences

The Hong Kong Polytechnic, established in 1972, is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects, at levels ranging from Higher Diplomas and Degrees through to Masters and Doctorate Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of 6 Faculties comprising 27 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres. It is anticipated that the Polytechnic will become a University by the beginning of the 1994/95 academic year.

The Department of Health Sciences forms part of the Faculty of Health and Social Studies. The Faculty consists of four Departments: Applied Social Studies; Health Sciences with Nursing, Medical Laboratory Science and Behavioural Science sections; Optometry and Radiography; and Rehabilitation Sciences with Occupational Therapy and Physiotherapy sections. It has some 2,000 full-time equivalent students engaged in the pursuit of Degrees in health professions, most of them are unique in Hong Kong such as Biomedical Science, Nursing, Occupational Therapy, Physiotherapy, Optometry, and Radiography. There is also at present a small but growing number of students in the Faculty carrying on research towards MPhil and PhD.

The Department of Health Sciences presently offers BSc(Hons) in Nursing full-time and part-time, and Post-experience Diplomas in Nursing, Nursing Administration, and Nursing Education through its Nursing Section, the largest in the Department with 400 full-time equivalent students and a staff establishment of 32. The Medical Laboratory Science Section is responsible for BSc(Hons) in Biomedical Science part-time and Higher Diploma in Medical Laboratory Science. This Section has some 175 full-time equivalent students and a staff establishment of 15. The Behavioural Science Section with 5 staff is principally engaged in service teaching. The Department also contributes to a part-time postgraduate Diploma programme in Health Care. Research activity is well underway with 18 funded projects and 8 MPhil and 3 PhD students. The new appointee will be expected to develop research programmes, obtain research grants and supervise graduate research students, besides participating in the teaching programme of the Department.

Qualifications and Experience

The candidate should have a professional qualification in nursing. In addition, the candidate should have a PhD with a strong record of research activity and publications as well as some administrative experience and qualities of leadership. The candidate may be asked to serve as Head of the Department.

Salary and Conditions of Service

The salary is within a range and not less than HK\$836,580 p.a. (CANS1 = HK\$5.73 approximately as at 15 February 1994.)

Initial appointments at this level are normally made on a fixed term gratuity-bearing contract of four years at the end of which, subject to mutual agreement, a further appointment may be offered either in the form of a second fixed term gratuity-bearing contract or on superannuable terms. Other benefits include staff quarters, leave, passages, medical and dental schemes, and children's education allowance.

Applications

Application including curriculum vitae and the names of three referees should be sent to the General Secretariat, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before March 31, 1994 (Fax 852 364 2166). Further information is available from the same office. Candidate may be obtained by nominations. The Polytechnic reserves the right not to fill this post or to make an appointment by invitation.

Position Vacancies

Assistant Professor

Please quote reference #AAD940202

The University College of Cape Breton invites applications from dynamic team-oriented persons who are interested in working in our Bachelor of Arts Community Studies degree program (BACS).

BACS is a unique educational experience which combines the rigour of the traditional disciplines with process learning in small group settings. The hallmarks of BACS include self-directed learning, critical thinking, student empowerment, work placements, group work, applied research and community intervention.

The successful candidates will teach Problem Centered Studies courses and participate in the affairs of the School of Applied Arts and Development Studies, reporting directly to the Dean of the School.

UCCB has openings for full-time term positions that may develop into tenure track-positions. The number of vacancies is subject to budgetary approval. Applicants should hold a Ph.D. in Arts or Science. However, candidates with a Master's degree and exceptional employment experience will also be considered. Salary will be commensurate with qualifications, teaching and employment record.

Qualified candidates should send a letter of application, curriculum vitae, post-secondary transcripts, as well as the names, addresses, and telephone numbers of three referees by April 14, 1994 to: Jack MacLeod, Director, Human Resources, Buildings and Grounds, P.O. Box 5300, Sydney, N.S. B1P 6L2. FAX (902) 562-7499.

Any inquiries regarding this advertisement should be directed to Dean David White at (902) 539-5300, Ext. 280.

In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UCCB is an equal opportunity employer.



UNIVERSITY COLLEGE
OF CAPE BRETON

man is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY. Subject to budgetary approval, the Faculty of Medicine invites applications for a tenure-track position at the rank of Assistant Professor in microbiology with specialization in molecular mechanisms of drug resistance. A completed Ph.D. is required, as well as a record of refereed publications and evidence of teaching ability. Applications should be submitted from entry-level undergraduate courses to doctoral seminars. Salary negotiable; current base: \$40,380. Applications accompanied by three letters of recommendation, should be directed to Professor Bo Alphonse, Chair, Department of Theology, Faculty of Medicine, 355 Sherbrooke Street West, Montreal, Quebec H3A 1E3. Effective date of appointment: September 1, 1994. Closing date: April 15, 1994. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

NURSING

UNIVERSITÉ D'OTTAWA - L'Ecole des sciences infirmières de la Faculté des sciences de la santé désire combler deux postes de professeurs à temps complet menant à la permanence. Exigences 1

Médecine, de préférence en sciences infirmières, 2. Ph.D. en sciences infirmières ou dans un domaine connexe. Les demandes d'admission pour les candidats étrangers sont exclusivement en cours sont également reçues. 3. Un dossier de recherche courante. 4. Expérience enseignante dans un environnement universitaire ou à l'école secondaire ou à l'école maternelle. b) Compétence en communication orale et écrite en français et en anglais. c) Connaissance équivalente de l'anglais et du français, permettant d'enseigner dans les deux langues. 5. Certificat de compétence valide de l'ordre des infirmières et infirmiers de l'Ontario. 6. Connaissance équivalente de l'anglais et du français, permettant d'enseigner dans les deux langues. Enseignement aux 1er et 2e cycles, en anglais et en français. 2. Recherches. 3. Direction du programme d'infirmier(e) en clinique et supervision des étudiants. 5. Participation aux activités universitaires. Entrée en fonction: juillet 1994. Selon les titres, l'expérience, conformément à la convention collective. Les postes sont destinés à l'enseignement et à l'administration. Qualifications budgétaires. À qualifications égales, la priorité sera accordée, en fonction de la sélection, aux citoyens canadiens ou résidents permanents. L'université a une politique d'égalité en matière d'embauche. L'Ecole des sciences infirmières de la Faculté des sciences de la santé offre une variété de programmes. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois références à Mme Denise Acock, directrice, Ecole des sci-

ences infirmières, Docteurne associée, Faculté des sciences de la santé, Université d'Ottawa, 451, chemin de la colline, 2001, Ottawa, K1H 9M5. Fin de l'affichage: le 30 mars 1994.

UNIVERSITY OF OTTAWA

The School of Nursing

Faculty of Nursing

Health Sciences

University of Ottawa

K1H 8M5

Applications

are invited

for

tenure-track appointments

in the Faculty of Nursing.

Applications

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date for applications is March 31, 1994. Inquiries concerning the position may be directed to Dr. O. C. Hwang, Head, Department of Sociology, Box 4150. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Search Committee, Camplion College, University of Regina, Regina, SK S4S 0A2. Application deadline is April 15, 1994.

SOCIAL WORK

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus, The Department of Psychology invites applications for two, one-year-term positions. The appointment will be at the rank of either lecturer or assistant professor. Applicants are expected to have a record of teaching in the first stages of a PhD program. Salary will be based on qualifications and experience. Applicants are expected to be available to teach courses in the following areas: introductory developmental, abnormal, social, cognitive, history, experimental. Applications with names and the names and addresses of three referees, should be sent to Dr. James Noble, Department of Psychology, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

RELIGIOUS STUDIES

CAMPION COLLEGE, a liberal arts college in the Jesuit tradition of education, invites applications for tenure track positions in Religious Studies at the level of Assistant Professor. The successful candidate must be able to teach the area of Christian tradition in other areas of religious tradition and to supervise students at the Honours and Masters levels. Other responsibilities include teaching a mandatory course in Religious Studies. Teaching experience, evidence of research potential and a PhD, or at near completion, are required. Applications are invited for two tenure track positions (subject to budgetary approval). Candidates for the positions must be interested in teaching, assessing learning, sites in improving and strengthening the Faculty's teaching, ensuring its teaching and research of primary importance, and to graduate and undergraduate teaching and research of primary relevance to politics, public human services and law. Within the context of general practice, the candidate will be responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for female persons, members of visible minority groups and persons with disabilities.

The University of Manitoba Faculty of Architecture

HEAD – ENVIRONMENTAL DESIGN

Applications and nominations are invited for a tenure track position at the rank of assistant/associate professor to assume teaching, research and administrative responsibilities as Head of Environmental Design (subject to final budget authorization). The appointment is to be effective July 1, 1994, or until the position is filled.

The scope of the Faculty's education, research and service endeavours is the human environment. It is the broad interface between the natural environment and the design and making of the liveable environments for human habitation. Our two under-graduate programs in Environmental Design and Interior Design and the three graduate programs in Architecture, City Planning and Landscape Architecture collectively emphasize critical and instrumental knowledge. They embrace humanistic, artistic and technical aspects of the human environment; its design and form, techniques and technology, cultural, ideological, environmental and sustainability determinants, and professional and social responsibilities. The candidate must be able to teach environmental design studios, design theory and/or design technology. Candidates must possess a post-graduate degree (or academic equivalent) with a degree in one of the graduate disciplines (Architecture, City Planning or Landscape Architecture), and have proven teaching, research and professional experience. Leadership and administrative ability, a commitment to multi-disciplinary design education, and a sensitivity to student and faculty concerns are essential. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications consisting of a clearly articulated statement of interest, a personal statement of vision or philosophy related to the position, a current CV and names of three references (additional references from previous students are encouraged) must be received by April 20, 1994, in confidence, by: Dr. Mario E. Carvalho, Chair, Department of Environmental Design Headship Search Advisory Committee, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Telephone: (204) 474-8342; Fax: (204) 275-7198.

Atlantic Cooperative Wildlife Ecology Research Network Research Chairs in Applied Wildlife Ecology

The Atlantic Cooperative Wildlife Ecology Research Network, made up of Acadia University, Memorial University of Newfoundland and the University of New Brunswick, in partnership with the Canadian Wildlife Service supported by NSERC, invites applications for a director/senior chair (full professor) and two associate chairs (assistant/associate professor) to address fundamental and applied problems in wildlife ecology and conservation through multi-disciplinary research in marine, coastal and terrestrial ecosystems. Applicants for the senior chair should be well-established scientists who seek an opportunity to direct a world-class program, with distinguished records in university teaching, graduate student supervision, and applying research results to real-world problems. The location of the senior chair will be based on the qualifications of selected applicants. Applicants for associate chairs should have a demonstrated ability to develop innovative research programs, with experience in university teaching and graduate supervision. Successful candidates will teach selected courses, supervise graduate students, and direct research programs in the following fields:

Acadia University, Wolfville, N.S.: Application of theoretical conservation biology approaches to managing and conserving biological diversity, and developing conservation policy;
Memorial University, St. John's, Nfld.: Using seabird distribution and ecology to interpret effects of oceanographic conditions, fisheries activities and pollution on marine food webs;
University of New Brunswick, Fredericton, N.B.: Relationships among forest structure, forestry practices, and population levels and diversity of forest birds.

The closing date for all applications is 15 April 1994. Applicants should state the university of their choice, and address enquiries and submit a current curriculum vitae and arrange to have three letters of reference sent to:

Dr. R.D. Elliot, ACWERN Coordinator
Canadian Wildlife Service, Environment Canada
Box 1590
Sackville, New Brunswick
Canada E0A 3C0
Tel. (506) 364-5014
Fax. (506) 364-5062

All applications will be considered, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Member universities are equal opportunity employers.

SOCIOLOGY & ANTHROPOLOGY

LAURENTIAN UNIVERSITY - The Sociology and Anthropology Department at Laurentian University is seeking applications for a tenure-track position at the Assistant Professor level. It is essential that applicants have a solid background in quantitative methods and statistics as the position involves teaching methods and statistics. The position requires a Ph.D. and the deadline for receipt of applications is March 31, 1994. Interested candidates may write for further information to: St. Thomas University, Faculty of Social Work, University of Regina, Regina, Saskatchewan, S4S 0A2. Phone 306-522-4863. Fax 306-522-4864. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

SOCIOLOGY

ST. THOMAS UNIVERSITY - The Department of Sociology at St. Thomas University invites applications for a tenure-track position at the junior assistant professor level. The position involves undergraduate, liberal arts university where excellence in undergraduate teaching is institutional priority. The position requires a Ph.D. and the deadline for application is April 1st, 1994. This appointment commences July 1, 1994 or as soon after as possible. The position offers opportunities for research and teaching in classical and modern sociological theory and research, and one or more of the following areas: research in social stratification, social mobility, economy and diversity. A Ph.D. degree is required, or imminent completion is expected. Applicants are asked to submit a teaching portfolio (preferably in French/English) as a condition of tenure. The University offers to its employees free second language courses. The courses are taught in the evening. Applicants must have near-native fluency in Spanish and possess a minor in Spanish. The University also offers a one year course in Latin American civilization and a one term course in contemporary Latin American literature. Applications, with a curriculum vitae and three letters of reference, should be sent to: Dr. Elaine Porte, Department of Sociology, Laurentian University, Sudbury, Ontario P3E 2C6. Laurentian is committed to equity in employment and encourages applications from qualified individuals, including women, Aboriginal peoples, members of visible minority groups and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THORNELOE UNIVERSITY, Keeled with Laurentian University. Applications are invited for a 12 month sessional (lecturer) position in Theatre Arts to commence July 1st, 1994. An individual with a degree in theatre arts, successful candidate will be a "theatre generalist" (M.A. or M.F.A.), with a record of practical work in the profession and a desire to teach. The course offered will be "Introduction to Theatre". Stagecraft, Acting, Directing, and Technical theatre, including audio-visual equipment, will be included in the program's main steps and workshop productions. Applications, with a curriculum vitae and three letters of reference, should be sent to: Dr. Terry White, Director, Theatre Arts, Thornewloe University, 100 Lakeshore Road, Barrie, Ontario P3E 2G6. Closing date: March 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Thornewloe University is committed to employment equity.

ters of reference to: L.K. Chan, Head, Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2. Closing date for applications is April 1, 1994.

THEATRE ARTS

UNIVERSITY OF VICTORIA, The Department of Hispanic Studies invites applications for a 20 month sessional position from 1 September 1994 to 30 April 1995, subject to budgetary approval. The successful applicant will be a full-time tenured professor in Spanish. The position involves teaching, research and supervision of graduate and undergraduate students in the newly approved master's programme in Sociology (Applied Social Research). Substantive areas in which the candidate may teach include social theory and analysis in society, political analysis is desirable. In accordance with the University's Policy on Employment Equity, this position has been designated as a bilingual (French/English) as a condition of tenure. The University offers to its employees free second language courses. The courses are taught in the evening. Applicants must have near-native fluency in Spanish and possess a minor in Spanish. The University also offers a one year course in Latin American civilization and a one term course in contemporary Latin American literature. Applications, with a curriculum vitae and three references should be sent to: Dr. Terry White, Director, Theatre Arts, Thornewloe University, 100 Lakeshore Road, Barrie, Ontario P3E 2G6. Closing date: March 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TOXICOLOGY

UNIVERSITY OF SASKATCHEWAN - College of Pharmacy, Assistant Professor - Toxicology. Applications are invited for a full-time, tenure-track position in Toxicology. The position is available for a one-year term or a two-year term (either replacement) appointment at Assistant Professor rank in the field of Toxicology. The appointment will begin July 1, 1994. The successful candidate must have a Ph.D. in toxicology and demonstrate competence in teaching and research in the area of Toxicology. Applications for a position in Toxicology require a requirement of full proficiency in French/English as a condition of tenure. The University offers to its employees free second language courses. The position, subject to budgetary approval, is slated to begin on July 1, 1994. The deadline for applications is April 1, 1994. The successful candidate must possess a Ph.D. and should send an updated curriculum vitae along with the names and addresses of three referees to: Elaine Porte, Department of Pharmacology and Toxicology, Laurentian University, Sudbury, Ontario P3E 2C6. Laurentian

is an employment equity employer and encourages applications from qualified individuals, including women, Aboriginal peoples, members of visible minority groups and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS

UNIVERSITY OF MANITOBA - The Department of Mathematics invites applications for a tenure-track position in Mathematics. The position is available for a one-year term (either replacement) appointment at Assistant Professor rank in the field of Statistics. The appointment will begin July 1, 1994. The successful candidate must have a Ph.D. in statistics and demonstrate competence in teaching and research in the area of Statistics. Applications for a position in Statistics require a requirement of full proficiency in French/English as a condition of tenure. The University offers to its employees free second language courses. The position, subject to budgetary approval, is slated to begin on July 1, 1994. The deadline for applications is April 1, 1994. The successful candidate must possess a Ph.D. and should send an updated curriculum vitae along with the names and addresses of three referees to: Elaine Porte, Department of Pharmacology and Toxicology, Laurentian University, Sudbury, Ontario P3E 2C6. Laurentian

FACULTY OF LAW

Applications are invited for a one or two year term teaching position for an appointment commencing July 1, 1994. Recruitment is likely to be at the Assistant Professor level but may be made at the Associate Professor level. Applications accompanied by a curriculum vitae and the names of three references should be directed by March 31, 1994, to:

Acting Dean Mary Anne Waldron
Faculty of Law
University of Victoria
P.O. Box 2400
Victoria, B.C.
V8W 3H7

Preference will be given to persons willing to teach in the fields of Property Law, Administrative Law or Trusts.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons.



UNIVERSITY OF VICTORIA

Seeks candidates for full time tenure track positions involving teaching in graduate and undergraduate programs. Candidates must hold an earned doctorate in nursing or related discipline, and show evidence of independent research or excellent scholarly potential. Candidates will be expected to conduct a strong program of funded research in their own substantive area of interest. The candidate must also be eligible for licensure by the Order of Nurses of Quebec. Opportunities for cross appointments in 5 major teaching hospitals are available. Rank and salary commensurate with qualifications. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

These positions are subject to final budgetary approval. Send curriculum vitae and names of three references to:

Dr. Barbara Anne Gooding, Acting Director
McGill University School of Nursing
3506 University Street
Montreal, Quebec
H3A 2A7

is committed to equity in employment and encourages applications from all qualified applicants. Individuals with disabilities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SPANISH

UNIVERSITY OF VICTORIA, The Department of Hispanic Studies invites applications for a 20 month sessional position from 1 September 1994 to 30 April 1995, subject to budgetary approval. The successful applicant will be a full-time tenured professor in Spanish. The position involves teaching, research and supervision of graduate and undergraduate students in the newly approved master's programme in Sociology (Applied Social Research). Substantive areas in which the candidate may teach include social theory and analysis in society, political analysis is desirable. In accordance with the University's Policy on Employment Equity, this position has been designated as a bilingual (French/English) as a condition of tenure. The University offers to its employees free second language courses. The courses are taught in the evening. Applicants must have near-native fluency in Spanish and possess a minor in Spanish. The University also offers a one year course in Latin American civilization and a one term course in contemporary Latin American literature. Applications, with a curriculum vitae and three references should be sent to: Dr. Terry White, Director, Theatre Arts, Thornewloe University, 100 Lakeshore Road, Barrie, Ontario P3E 2G6. Closing date: March 31, 1994. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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	Calgary	From: \$ 1449.00	\$ 1799.00
	Regina/Saskatoon	From: \$ 1559.00	\$ 1912.00
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	Regina/Saskatoon	From: October - February	

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	Winnipeg/Thunder Bay	From: \$ 1082.00	\$ 1357.00
	Toronto	From: \$ 1072.00	\$ 1347.00
	Montreal/Ottawa	From: \$ 1098.00	\$ 1377.00
TOKYO/ OSAKA	Halifax	From: \$ 1216.00	\$ 1501.00
	Vancouver	From: \$ 852.00	\$ 967.00
	Calgary/Edmonton	From: \$ 957.00	\$ 1067.00
	Regina/Saskatoon/Winnipeg	From: \$ 1057.00	\$ 1172.00
	Thunder Bay/Toronto/Montreal	From: \$ 1032.00	\$ 1260.00
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SINGAPORE/ KUALA LUMPUR	Vancouver	From: \$ 1146.00	\$ 1496.00
	Calgary/Edmonton	From: \$ 1251.00	\$ 1641.00
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	Halifax	From: \$ 1371.00	\$ 1681.00
	Kuala Lumpur	From: January - May & September - December	High Season: June - July, October - December, Japan: Low Season January - March & September - November High Season April - August

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